



**Town of Ashburnham
Annual Town Report
2018**

On The Cover:

JR Briggs Elementary School Second Grader Brody Lemay, won the photo essay with his captive coloring of our beloved Mount Watatic. Mount Watatic is a natural treasure to the town of Ashburnham and is enjoyed by many for a great adventurous hike.

Edited by: Mary Calandrella

Photo Contest Cover Photo Winner: Brody Lemay

Published by: Monty Tech Graphics Department

Formatted by: Jasmine Alvarez; Class of 2019

As always, I want to thank all the Departments, Committees,
Boards and Commissions for submitting your reports timely and for all the wonderful photos.

Mary Calandrella

IN MEMORIAM

PAUL POLLASTRI TOWN TREASURER

“No legacy is so rich as honesty.”- William Shakespeare

Ashburnham lost a long time employee and volunteer when Paul Pollastri lost his battle with cancer in July of 2018.

He served as Treasurer/ Tax Collector from 1986 -2005, and 2011 to 2015.

He will be missed for his positive attitude, ready smile and willingness to lend a hand wherever needed. Town Meeting, local Golf Courses, and Pickleball Courts will be lessened by his absence.



RETIREMENT NEWS

2018 Brought the retirement of our Town Building Commissioner-Richard Reynolds.

Richard has served the town from 2010-2018.

We all wish Mr. Reynolds a happy and healthy retirement.



For 31 years, Jane Dancause was the gatekeeper of the AMLP's money matters, and any customer who walked through the front door was greeted with a quick hello, a story and Jane's infectious laugh. Jane will be missed by all.

We wish her well in her retirement years and hope she spends it watching her beloved Red Sox.

TOWN OF ASHBURNHAM



ANNUAL REPORTS OF THE TOWN OFFICERS *FISCAL YEAR 2018*

Please visit our website - www.ashburnham-ma.gov

VOLUNTEER RECOGNITION

“Service of 15 years or more on Boards/Committees/Commissions”

The Town of Ashburnham has many Boards, Committees and Commissions that exist solely because of the selflessness and dedication of the many volunteers. The Town would like to acknowledge and thank these individuals who are currently serving and have worked countless hours to make the Town a great place to live. We thank you!

The Board of Selectmen continues to search for volunteers to staff the Town’s various Boards and Committees. Serving on one of the Town’s Boards, Committees, or Commissions offers a rewarding challenge to share your talents as well as your energy to make our Town a great place to live.

If you are interested in volunteering to serve on a Town Board, Committee or Commission please complete the form on the Town’s website under Volunteer Opportunities - www.ashburnham-ma.gov and forward it to Town Hall.

NAME	SERVICE	YEARS
Charlotte Cramm	Election Officer	52
Carol Chenevert	Election Officer	36
Christina Sargent	Historical Commission	35
Jean Kokernak	Election Officer	34
Paula Boutwell	Election Officer	28
Elaine Cormier	Election Officer	26
David Perry	Zoning Bd. of Appeals	25
David Berger	W/S Commission	22
Leo Collette	W/S Commission	22
George Cornwall	W/S Commission	21
Terry Girouard	Zoning Bd. of Appeals	21
Art Pinsoneault	Election Officer	20
Louise Reid	Election Officer	18
Nancy Gahan	Board of Registrars	17

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TOWN OF ASHBURNHAM

At a Glance

The Town of Ashburnham was incorporated in 1765.

We are governed by Town Charter with a three member Board of Selectmen and a Town Administrator. Our Annual Town Meeting is held on the first Tuesday in May and our Annual Town Election is on the last Tuesday in April.

Ashburnham's population is 6,314 and there are 4,068 registered voters. The Town's Residential/ Commercial Tax Rate for FY16 was \$22.75, FY17 was \$22.97 and for FY18 is \$23.40. Taxes are due on August 1st, November 1st, February 1st, and May 1st.

Ashburnham's elevation (Mt. Watatic) is 1,832 feet and has 80 miles of public roads and 20 miles of private roads. The number of parcels in Ashburnham is 3,957 and there are 1,124 Water customers and 661 Sewer customers.

Ashburnham has a lovely library, the Stevens Memorial Library located at 20 Memorial Drive and also has its own light plant, the Ashburnham Municipal Light located at 24 Williams Road.

Ashburnham is part of a Regional School District with the Town of Westminster. We have a new elementary school, the J.R. Briggs Elementary School located at 96 Williams Road.

We have Montachusett Regional Vocational Technical School located in Fitchburg at 1050 Westminster Street, Fitchburg MA grades 9-12 offering 21 vocational career choices

We also have Overlook Middle School at 10 Oakmont Drive and Oakmont Regional High School at 9 Oakmont Drive. Cushing Academy, a private school, at 39 School Street, is also located in Ashburnham.

PLACES OF WORSHIP

Apostolic Lutheran Church – Route 12
Ashburnham Community Church – 9 Chapel St.
Peoples Church – 56 South Main St.
St. Denis Catholic Church – 85 Main St.

RECREATION AREAS

Bickford Ballfield
Danny Marden Little League Field
Landry Field
Sweeney Memorial Playground
Whitney Ballfield
Winchester Park

TOWN OF ASHBURNHAM

At a Glance

CEMETERIES

Fairbanks Cemetery

Meeting House Hill

New Cemetery

St. Denis Cemetery

The Ashburnham Senior Center provides transportation for seniors through the MART Van/Council on Aging Van which provides door to door transport at a minimal charge.

ASHBURNHAM DESIGNATED SCENIC ROADS

PER TOWN VOTE OF MAY 11, 1974

Bush Hill Road

Cashman Hill Road

Corey Hill Road

Cushing Street

East Rindge Road

Hastings Road

Lashua Road

Packard Hill Road

River Styx Road

Russell Hill Road

Wilker Road

Willard Road

Young Road

TOWN OF ASHBURNHAM

Address and Telephone Number Listings

TOWN DEPARTMENTS

EMERGENCY 911
24 HOUR DISPATCH 978-827-5714

POLICE DEPARTMENT

99 Central Street

Office 978-827-4110
Animal Control/Dispatch (24 hrs.) 978-827-5714
Fax 978-827-5703

FIRE DEPARTMENT

99 Central Street

General Office 978-827-4021
Dispatch (24 hrs.) 978-827-5714
Fax 978-827-4111

DPW W/S DEPARTMENT

17 Central Street 978-827-4100 ext 5
General Office 978-827-5714
Dispatch (24 hrs.)
Fax 978-827-4121

MUNICIPAL GROUNDS DEPARTMENT

8 Williams Road

General Office 978-827-4122
Dispatch (24 hrs.) 978-827-5714

MUNICIPAL LIGHT PLANT

24 Williams Road

General Office 978-827-4110
Dispatch (24 hrs.) 978-827-5714
Fax 978-827-3370

SENIOR CENTER/COUNCIL ON AGING

32 Main Street

General Office 978-827-5000
MART Van Reservations 978-827-5000
(24 hour advance notice required)

STEVENS MEMORIAL LIBRARY

20 Memorial Drive

General Office 978-827-4115
Fax 978-827-4116

SCHOOLS

SCHOOL SUPERINTENDENT OFFICE

11 Oakmont Drive

General Office 978-827-1434
Fax 978-827-5969

OAKMONT REGIONAL HIGH SCHOOL

9 Oakmont Drive

General Office 978-827-5907

OVERLOOK MIDDLE SCHOOL

10 Oakmont Drive

General Office 978-827-1425

J. R. BRIGGS ELEMENTARY SCHOOL

96 Williams Road

General Office 978-827-5750

TOWN HALL OFFICES

32 Main Street • 978-827-4100 • FAX 978-827-4105

OFFICE HOURS

Monday	7:00 a.m. to 5:00 p.m.
Tuesday	7:00 a.m. to 5:00 p.m.
Wednesday	7:00 a.m. to 5:00 p.m.
Thursday	7:00 a.m. to 5:00 p.m.
Friday	CLOSED

DEPARTMENT	STAFF CONTACT	EMAIL ADDRESS	EXT.
Town Administrator/Board of Selectmen	Mary Calandrella	mcalandrella@ashburnham-ma.gov	Ext. 0
Treasurer/Collector	Sara Paz	sjpaz@ashburnham-ma.gov	Ext.1 option 2
Assistant Treasurer/Collector	Mary Ellen Kelly	mkelly@ashburnham-ma.gov	Ext. 1 option 3
Town Clerk	Michelle Johnson	mjohnson@ashburnham-ma.gov	Ext. 3
Assessors	Sherri DiPasquale	assessors@ashburnham-ma.gov	Ext. 2
Town Accountant	Bay State Municipal Accounting Group		Ext. 1 option 4
Conservation Commission	Rich Turcotte	conservation@ashburnham-ma.gov	Ext. 4 option 2
Board of Health	Rick Metcalf		Ext. 7
Land Use Office (Building Commissioner, Electrical, Gas & Plumbing Inspectors, Zoning Board of Appeals)	Heather Ruziak	hruziak@ashburnham-ma.gov	Ext. 6
	Donna Burton	dburton@ashburnham-ma.gov	
Planning Board		Please leave a voice message	Ext. 4 option 1
Town Hall Custodian	Jon Sell	jsell@ashburnham-ma.gov	Ext. 8

TOWN VEHICLE MILEAGE

As of January 2019

FIRE DEPARTMENT

2014 Polaris six wheel UTV	218
2013 Ford Utility (Chief Vehicle)	108,014
2012 Ford F350 Pick-up	39,152
2008 Ford F450 Brush Truck	19,442
2006 HME/Central 1250 Pumper	16,518
2016 Ford E-450 Ambulance	33,333
1998 Freightliner 1500 GPM Pumper	36,696
1986 Chevy Stake Bed	9,702
2017 EOne Pumper/Tanker	4,633
1991 Pierce Pumper/Tanker	27,406

DPW DEPARTMENT

2015 Mack Combo/Dump/Sander	27,518
2006 John Deere Backhoe	6,051 hrs.
2014 John Deere Backhoe	1,334 hrs
2012 Volvo Loader	5,223 hrs
2012 International Combo	36,969
2011 Ford F550	66,420
2008 International 7400	33,120
2007 Chevy Silverado Pick-up	101,927
2007 Bobcat	634 hrs
2005 JD Brush Cutter	5,364 hrs.
2003 Volvo Loader	10,512 hrs
1996 Elgin Sweeper	4,300 hrs
1996 John Deere Grader	6,300hrs
2017 Trackless	101 hrs
2016 Ford F550	14,227

MUNICIPAL GROUNDS DEPARTMENT

2012 Ford F550	80,725
2012 Ford F550	45,229
2017 Ford F350	24,140

WATER/SEWER DEPARTMENT

2013 Ford F150	45,030
2012 Ford F550	80,725
1987 Grumman Box Truck	218,015

POLICE DEPARTMENT

2018 Ford Interceptor Utility	13,270
2015 Ford Interceptor Utility	87,641
2015 Ford Interceptor Unmarked Taurus Sedan	31,900
2016 Ford Interceptor Utility	54,614
2017 Ford Interceptor Sedan	48,700
2013 Ford Explorer (Admin.)	92,600
2010 Emergency Lights & Generator Trailer	N/A
2010 Message Board Trailer	N/A
2007 Speed Control Trailer	N/A
2006 Utility Trailer	N/A
Boat and Trailer	N/A

MUNICIPAL OFFICES

ELECTED TOWN OFFICIALS

	TERM
MODERATOR	
<i>1 Year Term</i>	
Keith Glenney	2019

BOARD OF SELECTMEN	
<i>3 Year Term</i>	
Rosemarie Meissner	2021
Kyle Johnson	2019
John Mulhall	2020

BOARD OF HEALTH	
<i>3 Year Term</i>	
Patrick Durkee	2018
Thomas Flanagan	2019
Glenn Hathaway, Chair	2019
F. John McLaughlin	2019
Scott Sibley	2019

PLANNING BOARD	
<i>5 Year Term</i>	
George Cornwall	2019
Roger Hoyt, Chair	2018
Joseph Kalagher	2020
Richard Wright	2018
William J. Nolan, III	2018

LIBRARY TRUSTEES	
<i>3 Year Term</i>	
Anne Olivari	2019
Lynne Pinsoneault	2017
Paula St. Laurent-Kuehl	2019
Edward Vitone, Chair	2018
Christopher Rigby	2019
Katie Greenwood	2019

MUNICIPAL LIGHT BOARD

<i>3 Year Term</i>	
Richard Ahlin	2018
Mark Carlisle	2019
Steve Hogan	2019

ASH/WEST. REG. SCHOOL COMM.	
<i>Ashburnham (3 Year Term)</i>	
David M. Christianson, Jr.	2018
Sarah Dorsey	2019
Michelle A. Gianino	2019
Keith P. Glenney	2018
Ellen Holmes	2018
Winifred Kender	2020

Westminster (3 Year Term)	
Leonard Beaton	2018
Jeff Boudreau	2018
Robert Ewing	2019
Gwen Farley	2019
Joshua Schonborg	2018

MODERATOR APPOINTMENTS

ADVISORY BOARD	
<i>3 Year Term</i>	
Gail Dumont	2019
Francis (Bill) Johnson, Chair	2018
Joseph Oliveira	2019
James Piedrafite	2018
Ronald Putnam	2018
Allison Weissensee	2019
Bruce Whitney	2019

SELECTMAN'S APPOINTMENTS

TOWN ADMINISTRATOR	
<i>3 Year Term</i>	
Heather Budrewicz	2020

TOWN ACCOUNTANT	
<i>3 Year Term</i>	
Baystate Municipal Group	2020

CONSTABLE	
<i>1 Year Term</i>	
Loring Barrett	2019
Chris Conrad	2019

TOWN COUNSEL	
<i>1 Year Term</i>	
C. Deborah Phillips, Esq.	2019

SPECIAL COUNSEL FOR LABOR RELATIONS	
<i>1 Year Term</i>	
Mirick O'Connell	2019

SPECIAL COUNSEL FOR TAX MATTERS	
<i>1 Year Term</i>	
Coppola & Coppola	2019

MONTACHUSETT REGIONAL PLANNING COMMISSION	
<i>1 Year Term</i>	
Kyle Johnson	2019

MUNICIPAL OFFICES

MART ADVISORY BOARD

1 Year Term

Jan Robbins 2018

PARKING CLERK

1 Year Term

Donna Burton 2018

REP. MONTY TECH SCHOOL DISTRICT COMMITTEE

5 Year Term

Diane Swenson 2019

MT. WATATIC MANAGEMENT

1 Year Term

Lorraine DeSouza 2018

Christopher Picone (alternate) 2018

CULTURAL COUNCIL

3 Year Term

Deb Gardner 2019

Rebecca Cinclair 2018

Wendy Landry Margo 2018

Rebecca Rice - Flanagan, Chair 2019

Tammy Ricker 2019

Monica Tessitore 2018

HISTORICAL COMMISSION

3 Year Term

Sara Allen 2018

Christina Sargent, Chair 2019

Allan Small 2018

David Uminski 2019

WATER/SEWER COMMISSIONERS

3 Year Term

David Berger 2019

Leo Collette 2019

George Cornwall 2019

Valorie Daigle 2019

Charlie Packard 2019

CAPITAL PLANNING COMMITTEE

1 Year Term

Tammy Collier, ex officio 2018

Bill Johnson 2018

Joseph Kalagher 2018

Noel McGonigle 2018

Duncan Phyfe 2018

James Piedrafite 2018

AGRICULTURAL COMMISSION

3 Year Term

Pat Amburgey 2018

Gary Howland 2018

Keith P. Kopley 2019

Gretchen Lafferty 2018

Christopher Picone 2019

Richard H. Wright 2018

ENERGY COMMITTEE

Mark Carlisle 2018

Stephen Hogan 2018

Ed Vitone 2018

TOWN ADMINISTRATOR'S APPOINTMENTS

FIRE CHIEF

3 Year Term

James Cleveland 2020

DPW AND W/S SUPERINTENDENT & TREE WARDEN

3 Year Term

Stephen Nims 2018

POLICE CHIEF

5 Year Term

Loring Barrett 2020

REGIONAL ANIMAL CONTROL OFFICER

1 Year Term

Gardner Animal Control 2018

TREASURER

3 Year Term

Sara Paz 2021

ASSISTANT TREASURER

3 Year Term

Mary Ellen Kelly 2018

TAX COLLECTOR

3 Year Term

Sara Paz 2021

TOWN CLERK

3 Year Term

Michelle Johnson 2020

BUILDING COMMISSIONER & ZONING OFFICER

3 Year Term

Richard Reynolds 2019

ASSISTANT BUILDING COMMISSIONER

1 Year Term

Richard Hanks 2018

MUNICIPAL OFFICES

ELECTRICAL INSPECTOR

1 Year Term

Richard Cannavino 2018

Nancy Gahan 2018
Michelle Johnson 2019
Elizabeth A. Rosbury 2018
Heather Sikora 2018

Linda Ramsdell 2019
Michelle Johnson 2020

ASSISTANT ELECTRICAL INSPECTOR

1 Year Term

Joseph Olivari 2018
Loring Barrett, Sr. 2018

CONSERVATION COMMISSION

3 Year Term

Linda Couture 2018
Marshall Dennis, Chair 2019
Andrew Henderson 2019
Christopher Picone 2018

ELECTRICAL CONSTABLES

1 Year Term

Ronald W. Skaife 2018
William Webber 2018

GAS & PLUMBING INSPECTOR

1 Year Term

Maurice Picard 2018

COUNCIL ON AGING

3 Year Term

Betty Bushee 2018
Althea Donahue 2018
Virginia Driscoll 2019
Lorna Fields 2018
Barbara Hanson 2018
Jacqueline Osolin, Director 2018
Gloria Jean Lorion 2018

ELECTION OFFICERS

1 Year Term

Paula Boutwell 2018
Betty Bushee 2018
Ann Brodeur 2018
Carol Chenevert 2018
Elaine Cormier 2018
Charlotte Cramm 2018
Althea Donahue 2018
Virginia Driscoll 2018
Jean Kokernak 2018
Carol Messar 2018
Jean Mountain 2018
Arthur Pinsoneault 2018
Lynne Pinsoneault 2018
Louise Reid 2018
Sallie Thoma 2018

ASSISTANT GAS & PLUMBING INSPECTOR

1 Year Term

Wayne Little 2018

SEALER OF WEIGHTS & MEASURES

1 Year Term

Steven Slocum 2018

ADA COORDINATOR

3 Year Term

Richard Cannavino 2019

VETERANS AGENT & BURIAL AGENT

3 Year Term

George Kincannon 2018

PARKS & RECREATION COMMITTEE

3 Year Term

Tim Dumont 2019
Steven Gallant 2018
Cheryl Goller, Chair 2019
Deanne Smith 2019
Richard Troop 2018

ZONING BOARD OF APPEALS

3 Year Term

Cheryl Anderson, Alternate 2018
Richard Archer 2016
Heather Carlisle 2017
Mark Carlisle 2018
Terry Girouard 2017
David Perry, Chair 2016

BOARD OF ASSESSORS

3 Year Term

Donna Burton 2019
Walter Harrington 2019
Christine LeBlanc 2020

TRUST FUND COMMISSION

3 Year Term

Sara Paz 2019

BOARD OF REGISTRARS

3 Year Term

ELECTED STATE OFFICIALS

GOVERNOR

Honorable Charlie Baker (R)

www.mass.gov/governor/contact

Boston Office

Office of the Governor, Room 208
Boston, MA 02133
Phone: 617-725-4005
(in state): 888-870-7770
Fax: 617-727-9725

Springfield Office

Western Mass. Office of the Governor
State Office Building
436 Dwight Street, Suite 300
Springfield, MA 01103
Phone: 413-784-1200

Washington, D.C. Office

Office of the Governor
444 North Capital Street, Suite 208
Washington, D.C. 20001
Phone: 202-624-7713
Fax: 202-624-7714

UNITED STATES SENATORS

Edward Markey (D)

www.markey.senate.gov

Washington, D.C. Office

218 Russell Senate Office Building
Washington, D.C. 20510
Phone: 202-224-2742

Boston Office

975 JFK Building
15 New Sudbury Street
Boston, MA 02114
Phone: 617-565-8519

Elizabeth Warren (D)

www.warren.senate.gov

Washington, D.C. Office

317 Russell Senate Office Building
Washington, D.C. 20510
Phone: 202-224-4543

ATTORNEY GENERAL

Maura Healy (D)

agoweb@state.ma.us

Boston Office

One Ashburton Place, 20th Floor
Boston, MA 02108
Phone: 617-727-2200

UNITED STATES REPRESENTATIVE

Niki Tsongas (D)

Washington, D.C. Office

1714 Longworth House Office Building
Washington, D.C. 20510
Phone: 202-225-3411
Fax: 202-226-0771

Lowell Office

126 John Street, Suite 12
Lowell, MA 01852
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Lawrence Office

15 Union Street, Suite 401
Lawrence, MA 01842
Phone: 978-459-0101

STATE SENATOR

Anne M. Gobi (D)

anne.gobi@masenate.gov

Boston Office

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Boston, MA 02133
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Fax: 617-722-1078

STATE REPRESENTATIVE

Jonathan Zlotnik (R)

jon.zlotnik@mahouse.gov

Boston Office

State House, Room 437
Boston, MA 02133
Phone: 617-722-2080
Fax: 617-626-0333

District Office

City Hall, Room 212
95 Pleasant Street
Gardner, MA 01440
Phone: 978-410-9559

SECRETARY OF STATE

William F. Galvin (D)

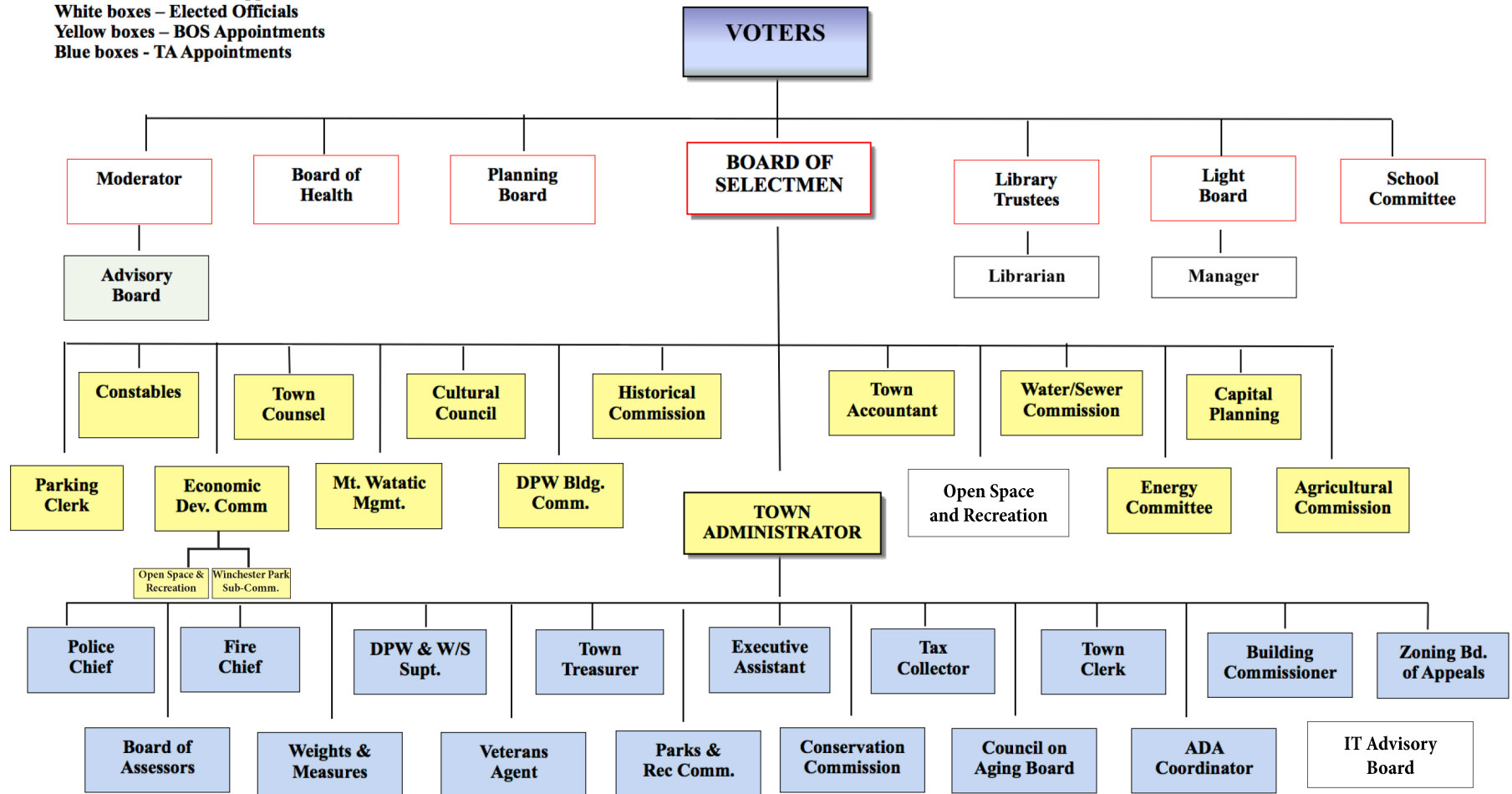
cis@sec.state.ma.us

Boston Office

Citizen Information Service
McCormack Building
State House, Room 437
Boston, MA 02133
Phone: 617-722-2080
Fax: 617-626-0333

ASHBURNHAM ORGANIZATIONAL CHART

Pink box – Moderator Appointment
 White boxes – Elected Officials
 Yellow boxes – BOS Appointments
 Blue boxes – TA Appointments



EMPLOYEE TOTAL EARNINGS

In Excess of \$500

January 1, 2018 to December 31, 2018

BOARD OF SELECTMEN

Kyle Johnson	1,016
John Mulhall	955

David Whitney	5,444
James Zarozinski	52,494
Michael Walker	43,615
Jason Walters	43,507

William Davis	1,717
Andrew Devoll	106,220
Sarah Finn	1,937
David Gambino	2,760
John Girouard	11,250

COUNCIL ON AGING

David Brown	8,096
Bruce Hill	13,332
Jon Bowdoin	1,633
Janet Robbins	22,079
Michael Horniak	14,606
Gerard Thibeault	6,065
Robert Wotton	6,202
John Johnson	1,768

EMERGENCY DISPATCH

Susan Brennan	82,008
Donald Girard	67,963
Christine Pierce	41,652
Max Rameau	21,503
Morgan Emery	943
Stephanie Williams	62,473
Anthony Webb	5,695
Ryan Kreidler	5,548

Brian Johnson	5,610
Clayton Landry	95,625
Raymond Lashua	6,313
Sean Marandino	4,241
Jason McNeany	9,091
Jonathan Moorcroft	4,144
Karen Plant	4,206
Robert Plant	77,670
Joseph Poirier	3,204
John Scofield	32,259
Noah Shields	1,713
Ammie Thrailkill	3,482
Hilary Towne	72,494
Mark Vitale	1,103
Patrick Wood	1,566

DPW/MUNICIPAL GROUNDS/WATER & SEWER

Paul Anderson	49,984
Julie Dean	46,557
Robert Carolis	48,878
Andrew Fichtel	48,664
Philip Fischer	64,521
Robert Fortier	49,185
Martin Janhunnen	41,302
Stephen Nims	105,515
Mark Petersen	54,960
Stephen Picard	51,446
Michael Walker	44,490

FIRE DEPARTMENT

Joseph Arsenaault	19,042
Richard Bennett	23,087
Mark Boucher	10,000
Tyler Boudreau	10,845
Ryan Casper	3,707
Matthew Chipman	1,060
Alex Ciccone	22,275
Casey Poirier	8,162
James Cleveland	88,532
Elliot Cleveland	6,225
Tyson David	1,988

LAND USE/INSPECTIONS/CONCOM

Richard Cannavino	18,884
Wayne Little	5,972
Joseph Olivari	2,265
Richard Reynolds	29,758
Heather Ruziak	45,862

EMPLOYEE TOTAL EARNINGS

In Excess of \$500

January 1, 2018 to December 31, 2018

Steven Slocum	3,065	Kevin Sullivan	155,567	TOWN ADMINISTRATION	
Richard Travers	54,686	Matthew Wilson	126,144	Heather Budrewicz	122,313
Richard Turcotte	21,264			Donna Burton	48,361
		VETERANS' AGENT		Mary Calandrella	60,538
LIBRARY		George Kincannon	1,112	Jonathan Sell	36,123
Steven Beaupre	8,383				
Carol Cringan	1,989	POLICE DEPARTMENT		TOWN CLERK	
Chardell Davis	2,672	Loring Barrett	144,665	Michelle Johnson	46,024
Emily Donnelly	64,088	John Boucher III	106,576		
Claire Laprade	15,755	Jason Bourgeois	124,033	TREASURER/COLLECTOR	
Keith Penniman	19,017	Thomas Chabot	6,302	Sara Paz	71,219
Janet Peterson	21,782	Christopher Conrad	111,293	Mary Ellen Kelly	51,053
Corinne Smith	4,406	Nicholas Dalton	70,305		
Erin Testagrossa	6,802	Robert Gariepy	9,392		
Angela Wrinkle	6,853	Gregory Gushlaw	130,796		
		Les Holgerson	98,070		
MUNICIPAL LIGHT PLANT		Robert Jaillet	5,195		
Jennifer Barbaro	28,800	Kevin Kaddy	102,686		
Donald Bisbee	4,330	Mark Lafferty	14,164		
Bruce Brackett	104,791	Kristin Matthieu	37,866		
Brooke Czasnowski	78,499	Brian Rosengren	78,015		
Jane Dancause	36,097	Alexander Scipione	5,130		
Amy Fischer	42,450	Robert Siano	104,505		
Jordan Gendron	105,762	Quinn Smith	93,034		
Jeremy Holmes	120,499	Wade Wright	156,131		
Anne Olivari	8,020				
Jeffrey Schrecke	121,544				

BOARD OF SELECTMEN

Annual Report

To the Citizens of Ashburnham: Following the April Election, the makeup of the Board changed as follows:

John Mulhall (Chair)
Rosemarie Meissner (Clerk)
Kyle Johnson (Member)

Rosemarie Meissner was elected to the vacant position on the board for a three year term. As a current member of the Ashburnham Economic Development Commission (AEDC), Rosemarie is the liaison between the AEDC and the Select Board. As an advising body to the Board of Selectmen, the AEDC continues to work toward attracting new business and increasing community engagement.

One of Ashburnham's greatest assets is our open space. To promote land conservation and access to passive recreation in the Town of Ashburnham, the Board created the Open Space and Recreation Committee, chaired by Lorraine DeSouza. We are thrilled to have a group of capable and passionate people working to maintain our beautiful countryside and promote the usage of our outdoor spaces.

As voted at the Special Town Meeting in the fall, the Town has hired Randy Williams as the Assistant DPW Director. Randy brings a wealth of knowledge and breadth of experience, we are excited to have him join the team.

Since April, the Board of Selectmen has continued to focus on maintaining and improving our roadways. This winter was a bad one in our region, as far as roads are concerned. At the request of the Board of Selectmen, the Town Administrator has contracted with an outside consultant to provide the town with an objective and scientific assessment of our road conditions, along with paving recommendations that will give us the most "bang for our buck". This assessment will provide the basis for our road paving and maintenance plans going forward. In addition, the town voted to purchase a Hot Box for the DPW which has allowed them to begin filling potholes with a longer lasting hot patch. Ashburnham has more than 80 miles of roadway and we are going to continue to fight an expensive, uphill battle to maintain and improve our roads.

In conjunction with the paving study, we have adopted a Complete Streets policy which guides decision-makers to plan street improvement projects to accommodate anticipated users of all ages and abilities. The adoption of this policy is also a common eligibility requirement for many State and Federal grant programs which we can explore in the coming years.

Lastly, we urge you to remember that we are a government of the people, by the people, and for the people. Our town board, commission and committee members are

all volunteers. We work for you, and strive to make Ashburnham the place that you want to call home. Be involved, communicate with us, and participate in any way that you can, whether by voting, attending Town Meeting or joining a board or committee. Please consult the Ashburnham Town Website (www.ashburnham-ma.gov) to find where you can volunteer to help the Town.

Respectfully submitted,
John Mulhall, Chair
Rosemarie Meissner, Clerk
Kyle Johnson, Member

TOWN ADMINISTRATOR

Annual Report

To the Honorable Board of Selectmen and the Citizens of the Town of Ashburnham:

I am pleased to submit my third annual town report as Ashburnham's Town Administrator. 2018 was an excellent year with many positive forward progress for the town. As your Town Administrator, I have continued to learn in the position and I continue to enjoy serving the community of Ashburnham. In order to best highlight some areas of progress for the Town, I have divided my report into the following areas: Personnel, Finances, and Projects.

Personnel

2018 was full of personnel movement, with some focus on: service, succession planning, function, and cost-effectiveness. During the year, the Town funded a full-time building inspector position, an additional firefighter/paramedic, a police officer, a shared Veteran Service's Officer (VSO) and a hybrid fire administrative assistant.

Early in 2018, the Town welcomed Richard Travers on board as the Town's new full-time Local Building Inspector. The position was funded for the initial six month period from STM appropriation in the Fall of 2017 to assist the building department with the heavy workload that was being carried by our part-time Building Commissioner Mr. Reynolds. Learning under Mr. Reynolds, Mr. Traver's has learned his way around the Town and the position and has successfully passed all of the test required to be a Building Commissioner. As of January 1, 2019, Mr. Travers will take over as the Town's Building Commissioner and Mr. Reynolds will retire from his role after eight years with the Town, but will remain on as an alternate inspector to help the Town in Mr. Traver's absence and or as additional work may require. For the first time in nearly a decade, the Town has a full time Building Commissioner.

In 2018, Ashburnham's VSO, George Kincannon, moved onto to other endeavors. The Town of Ashburnham joined forces with Westminster and Hubbardston and officially combined the VSO position through a Memorandum of Understanding to regionalize the position. In the Spring/Summer of 2018, the Towns' hired Jared Sharp as our new Veteran's Service Officer.

On the public safety side of the house, the Town hired three new members to our team. The Police Department welcomed on board Brian Rosengren, as a new full-time officer in the Spring. The Fire Department hired a full-time firefighter/paramedic to fill the D shift, after funding was approved at the Annual Town Meeting in May. Richard Bennett joined the staff as our newest Firefighter/Paramedic. With the change of the fiscal year in July, also came a shift in funding to allow for a hybrid administrative/EMT position for the Fire Department which was filed by Casey Poirier.

In addition to the Town's staff, we also employ several vendors to provide municipal services to our community and town offices: Assessing, Accounting, and Information Technology (IT). In 2018, the Town went out to bid and renewed contracts with all three of its current vendors providing departmental services for the Town. RRG won the three year contract for Assessing services for the Town, they have been with us since 2010. Suzor IT won the contract for a year with two additional one year options for the Town's IT services and continued with the Town. Baystate Municipal Accounting won the three year contract, after an interim period, and will continue providing the Town's Accounting Services.

On a related note, the Town continues to be committed to employee education and professional advancement. In 2018, we began to hold monthly administrative meetings to keep our administrative staff informed and trained, these meetings are run by Mary Calandrella, the Executive Administrative Assistant to the TA. In addition, I received MCAD Trainer Certification and Small Town Administrators of Massachusetts Certification.

Finances

The FY19 budget had many adjustments from the FY18 budget, with staffing changes and various cost saving measures.

For the FY19 budget year, the Town participated in a design plan change for the Town's provided Health Insurance. This produced an immediate savings to the Town and Town employees. As required by law, the Town entered into an agreement with the Insurance Advisory Group, made up of Town employees, to split the first year of savings by providing current enrolled employees with an insurance amnesty payment break in December, as well as a fund for reimbursement of the higher deductible expenses.

During the second half of 2018, the Town focused on the collection of back taxes and properties currently owned by the Town as a result of unpaid taxes. FY15-FY18 unpaid taxes were moved to Tax Title. 33 Noel Drive was owned by the Town as a result of foreclosure a number of years ago and was sold at auction, these funds will be seen with free cash at the conclusion of FY19, in the fall of 2019.

The Town was able to auction off its 1965 Military 5-ton tanker on Govdeals online. The Town picked up the Shirley Pumper tanker for \$5,000 after our pumper tanker was out of commission since January due to an accident.

In 2018, the Town applied for several and was awarded quite a few grants. The Town completed the following seven grants in 2018:

Community Compact Cabinet/\$15,000
Risk Assessment, Community Paradigm Inc.
(Completed June 2018)

Community Compact Cabinet /\$15,000
Budgeting, Questica Software
(Completed June 2018)

(March 2018)

Emergency Preparedness Grant FY18/\$2,460
Surface tablet and Vehicle modem
(September 2018)

Gordon Erickson Trust Fund/\$7,422.17
Power Cot
(July 2018)

Massachusetts Council on Aging Walking Event/\$300
Ashburnham Walking Program – Reimbursement to Town
(Completed September 2018)

McClean Hospital/\$1,995
AED Unit – Donated directly
(June 2018)

In 2018, the Town was awarded/working on \$294,850 worth of additional grants:

Community Compact Cabinet/\$5,000
Permitting Guide, Community Paradigm Inc.
(Next meeting November, to be completed prior to June 30, 2019)
District Local Technical Assistance Grant – N/A
Master Plan – Economic Development
(completing survey, next step is Public Hearing)
IT Grant/\$42,850
Fiber Extension Project, TBD - \$-----
(Procurement stage for work, to be completed prior to June 30, 2019 or extend)
Massachusetts Council on Aging Walking Event/\$300
Ashburnham Walking Program – Reimbursement to Town
(Completed September 2018)
Massachusetts Council on Aging Walking Program Grant /\$6,000
Walking Program with various walking leaders who earn \$25 gift card for every four 1 hour walks led
(Under way, continues until end of 1 year from beginning, Spring 2019)

MIIA Grant - \$8,500

Update and purchase for cybersecurity protections
(Awarded November 2018)

Staffing for Adequate Fire and Emergency Response - \$90,200
Recruitment and retention -Over 4 years, provides for 2 EMT
classes, stipend money for Mass. Firefighter Academy, and trips to
FDIC for top responders.
(September 2018)

Seawall and Dam Removal/Repair Grant - \$140,000
Whitney Pond

The Town was awarded a \$140k grant to study the
feasibility removing the Whitney Pond Dam. If removal is
recommended, the Town may apply for the next level of grant
for construction.
(October 2018)

Volunteer Fire Assistance Grant - \$2,000
Wildland Fire Equipment
(July 2018)

In 2018, the Town applied for three additional grants and as
of the time of this report, is still waiting on the results:

Assistance to Fire Fighter's Grant (Operations & Safety)
-\$244,500

Firefighter grant for SCBA Gear
(Applied October 2018)

Assistance to Fire Fighter's Grant (Vehicle) -\$750,000
Replacement Ladder Truck (Quint)
(Applied October 2018)

Assistance to Fire Fighter's Grant (Regional Application with
Ashby) -\$312,000
Replacement Portable radios
(Applied October 2018)

Projects

Two of the more prominent areas of projects completed
in 2018 were related to our dams and our road
maintenance. In 2018, the Town engaged the services of
PARE consulting to complete required studies on the four
Town-owned dams: Wattatic, Lower Naukaeg, Upper
Naukaeg, and Whitney Pond. A phase I study was
conducted, and follow-up studies were conducted on:

<u>Dam</u>	<u>Hazard</u>	<u>Condition</u>
Lower Naukeag	High	Fair
Upper Naukeag	Significant	Satisfactory
Lake Wattatic	Significant	Fair
Whitney Pond	Significant	Poor*

*REQUIRES 6 MONTH FOLLOW UPS.

As a result of these studies and advocacy by PARE, we were
able to have the state approve a change of condition for Lower
Naukeag from poor to fair, which means that we no longer
are required to expend the cost of having six-month follow-
up studies on this dam. Also, PARE worked with the Town
to submit a grant to study the feasibility of dam removal for
Whitney Pond that was awarded in the fall.

Through the use of Chapter 90 funds, the Town was able to
finish the paving of 101N and cover some of the engineering
costs for 101S. In the fall, the Town voted to purchase a Hot
Box and cover the costs of a pavement study. The Hot Box
arrived in mid-December and the paving study work began
in December. With a preliminary FY20 plan to come in early
2019.

Respectively submitted,
Heather M. Budrewicz
Town Administrator

TOWN CLERK

Vital Statistics

The following is the breakdown of activity in the Town Clerk's Office during the past year:

TOTAL 2018 POPULATION

6314

Births Recorded	44
Deaths Recorded	40
Burial Permits Issued	12
Marriage Intentions Recorded	26
Marriage Certificates Recorded	21
Business Certificates Filed	43
Raffle Permits	2
Dog Licenses	1219

Breakdown of Dog Licenses Used

Kennels	20
Male	100
Female	74
Neutered Male	488
Spayed Female	537
TOTAL	1219

Respectfully submitted,

Michelle Johnson, Town Clerk

ANNUAL TOWN

ELECTION RESULTS

Annual Report

Pursuant to the foregoing warrant, the legal voters of the Town of Ashburnham met at John R. Briggs Elementary School Gym, 96 Williams Road, Ashburnham, for the purpose of voting for the following:

The polls were open at 9:00 a.m. and closed at 8:00 p.m.. The results were as follows:

MODERATOR - One Year Term

Keith P. Glenney	342
Blanks	61
Write-Ins	3

BOARD OF SELECTMEN - Three Year Term

Donald Haenisch	96
Rosemarie Meissner	305
Write-Ins	2
Blanks	3

BOARD OF HEALTH (2) - Three Year Term

Francis J. McLaughlin	306
Thomas Flanagan	302
Write-Ins	4
Blanks	200

PLANNING BOARD - Five Year Term

Blanks	335
Write-Ins (Jerilyn Losordo)	66

Write-Ins 5

LIBRARY TRUSTEES - (2) Three Year Term

Blanks 233
Christopher Rigby 262
Katie Greenwood 316
Write-Ins 1

MUNICIPAL LIGHTBOARD- Three Year Term

Blanks 82
Stephen Hogan 324
Write-Ins 0

WESTMINSTER REGIONAL SCHOOL COMMITTEE- Three Year Term

Blanks 101
Jeffrey Boudreau 302
Write-Ins 3

ASHBURNHAM REGIONAL SCHOOL COMMITTEE- Three Year Term

Blanks 78
Winifred Kender 324
Write-Ins 4

ASHBURNHAM REGIONAL SCHOOL COMMITTEE- One Year Term

Blanks 74
David M. Christianson 327
Write-Ins 5

Total registered voters:

4,370

Total voted:

406

Respectfully Submitted,

Michelle M. Johnson

Town Clerk

STATE ELECTION

Office Name: SENATOR IN CONGRESS
 District Name: 0001 STATEWIDE
 Town Name: 011 ASHBURNHAM

	Candidates	Votes	Party:
1	ELIZABETH A. WARREN	1305	DEMOCRAT
2	GEOFF DIEHL	1363	REPUBLICAN
3	SHIVA AYYADURAI	127	UNENROLLED
4	BETH JOYCE LINDSTROM	0	REPUBLICAN

All Others	2
Blanks	51
Total Votes Cast	2849

Office Name: GOVERNOR AND LIEUTENANT GOVERNOR
 District Name: 0001 STATEWIDE
 Town Name: 011 ASHBURNHAM

	Candidates	Votes	Party:
1	BAKER AND POLITO	2087	REPUBLICAN
2	GONZALEZ AND PALFREY	661	DEMOCRAT

All Others	11
Blanks	90
Total Votes Cast	2849

Office Name: ATTORNEY GENERAL
 District Name: 0001 STATEWIDE
 Town Name: 011 ASHBURNHAM

	Candidates	Votes	Party:
1	MAURA HEALEY	1592	DEMOCRAT

Office Name: ATTORNEY GENERAL
 District Name: 0001 STATEWIDE
 Town Name: 011 ASHBURNHAM

	Candidates	Votes	Party:
2	JAMES R. McMAHON, III	1194	REPUBLICAN

All Others	2
Blanks	61
Total Votes Cast	2849

Office Name: SECRETARY OF STATE
 District Name: 0001 STATEWIDE
 Town Name: 011 ASHBURNHAM

	Candidates	Votes	Party:
1	WILLIAM FRANCIS GALVIN	1653	DEMOCRAT
2	ANTHONY M. AMORE	1008	REPUBLICAN
3	JUAN G. SANCHEZ, JR.	109	GREEN-RAINBOW

All Others	0
Blanks	79
Total Votes Cast	2849

Office Name: TREASURER
 District Name: 0001 STATEWIDE
 Town Name: 011 ASHBURNHAM

	Candidates	Votes	Party:
1	DEBORAH B. GOLDBERG	1531	DEMOCRAT
2	KEVIN M. ORRALL	1079	REPUBLICAN

Office Name: **TREASURER**
 District Name: 0001 **STATEWIDE**
 Town Name: 011 **ASHBURNHAM**

Candidates	Votes	Party:
3 JAMIE M. GUERIN	107	GREEN-RAINBOW

All Others	3
Blanks	129
Total Votes Cast	2849

Office Name: **AUDITOR**
 District Name: 0001 **STATEWIDE**
 Town Name: 011 **ASHBURNHAM**

Candidates	Votes	Party:
1 SUZANNE M. BUMP	1363	DEMOCRAT
2 HELEN BRADY	1127	REPUBLICAN
3 DANIEL FISHMAN	137	LIBERTARIAN
4 EDWARD J. STAMAS	86	GREEN-RAINBOW

All Others	0
Blanks	136
Total Votes Cast	2849

Office Name: **REPRESENTATIVE IN CONGRESS**
 District Name: 0004 **THIRD DISTRICT**
 Town Name: 011 **ASHBURNHAM**

Candidates	Votes	Party:
1 RICK GREEN	1296	REPUBLICAN
2 LORI LOUREIRO TRAHAN	1364	DEMOCRAT

Office Name: **REPRESENTATIVE IN CONGRESS**
 District Name: 0004 **THIRD DISTRICT**
 Town Name: 011 **ASHBURNHAM**

Candidates	Votes	Party:
3 MICHAEL P. MULLEN	119	UNENROLLED

All Others	0
Blanks	70
Total Votes Cast	2849

Office Name: **COUNCILLOR**
 District Name: 0018 **SEVENTH DISTRICT**
 Town Name: 011 **ASHBURNHAM**

Candidates	Votes	Party:
1 JENNIE L. CAISSIE	1465	REPUBLICAN
2 PAUL M. DePALO	1251	DEMOCRAT

All Others	2
Blanks	131
Total Votes Cast	2849

Office Name: **DISTRICT ATTORNEY**
 District Name: 0222 **MIDDLE DISTRICT**
 Town Name: 011 **ASHBURNHAM**

Candidates	Votes	Party:
1 JOSEPH D. EARLY, JR.	1735	DEMOCRAT

Office Name: DISTRICT ATTORNEY
 District Name: 0222 MIDDLE DISTRICT
 Town Name: 011 ASHBURNHAM

Candidates	Votes	Party:
2 BLAKE J. RUBIN	924	UNENROLLED
	4	
All Others	5	
Blanks	185	
Total Votes Cast	2849	

Office Name: CLERK OF COURTS
 District Name: 0244 WORCESTER COUNTY
 Town Name: 011 ASHBURNHAM

Candidates	Votes	Party:
1 DENNIS P. McMANUS	1573	DEMOCRAT
2 JOANNE E. POWELL	1134	REPUBLICAN
	1	
All Others	1	
Blanks	141	
Total Votes Cast	2849	

Office Name: REGISTER OF DEEDS
 District Name: 0265 WORCESTER NORTHERN DISTRICT
 Town Name: 011 ASHBURNHAM

Candidates	Votes	Party:
1 KATHLEEN REYNOLDS DAIGNE	2059	DEMOCRAT

Office Name: REGISTER OF DEEDS
 District Name: 0265 WORCESTER NORTHERN DISTRICT
 Town Name: 011 ASHBURNHAM

Candidates	Votes	Party:
* PATRICIA BUCKLEY MALCOLMS	71	DEMOCRAT
	51	
All Others	51	
Blanks	668	
Total Votes Cast	2849	

Office Name: SENATOR IN GENERAL COURT
 District Name: 1314 WORCESTER, HAMPDEN, HAMPSHIRE & MIDDLESEX DISTRICT
 Town Name: 011 ASHBURNHAM

Candidates	Votes	Party:
1 ANNE M. GOBI	1546	DEMOCRAT
2 STEVEN R. HALL	1200	REPUBLICAN
	0	
All Others	0	
Blanks	103	
Total Votes Cast	2849	

Offices Requiring Ward and Precinct Breakdown

Office Name: REPRESENTATIVE IN GENERAL COURT
 District Name: 0204 SECOND WORCESTER DISTRICT
 Town Name: 011 ASHBURNHAM Ward: 0 Precinct: 1

	Candidates	Votes	Party:
1	JONATHAN D. ZLOTNIK	1468	DEMOCRAT
2	EDWARD A. GRAVEL	1220	REPUBLICAN
3	YASMINE KHDEER	69	GREEN-RAINBOW
	All Others	0	
	Blanks	92	
	Total Votes Cast	2849	

Town Name: 0011 ASHBURNHAM

Question 1

PET H: PATIENT SAFETY (LAW)

Yes 708 No 2070 Blank 71 Total 2849

Question 2

PET D: CITIZEN COMMISSION FOR CONST. AMEND. (LAW)

Yes 1885 No 900 Blank 64 Total 2849

Question 3

REF: TRANSGENDER ANTI-DISCRIMINATION

Yes 1684 No 1123 Blank 42 Total 2849

PROCEEDINGS OF THE ANNUAL TOWN MEETING

May 1, 2018

PERSUANT TO THE FOREGOING WARRANT, THE LEGAL VOTERS OF THE TOWN OF ASHBURNHAM MET AT THE OAKMONT REGIONAL HIGH SCHOOL AUDITORIUM ON MAY 1, 2018 AT 7:00 P.M. MODERATOR KEITH GLENNY PRESIDED AT THE MEETING. TOWN ADMINISTRATOR, HEATHER BUDREWICZ AND BOARD OF SELECTMAN WERE INTRODUCED. LEO JANSSENS WAS THANKED FOR BEING A SELECTMAN AND ROSEMARIE ELDRIDGE-MEISSNER WAS WELCOMED AS THE NEW ELECTED SELECTMAN.

ARTICLE 1:

To accept the reports of several town officers and all outstanding committees, or act in relation thereto. (Requested by the Board of Selectmen)

SELECTMEN RECOMMEND: YES
ADVISORY RECOMMEND: YES
CAPITAL PLAN COMMITTEE
RECOMMEND: ---
TAX RATE IMPACT: ---

Brief Explanation:
Annual article to accept the reports of Town officials and boards.

UNANIMOUS VOTE “YES”

ARTICLE 2:

To see if the Town will vote to authorize a PILOT payment based on the annual kilowatt sales of the Light Department multiplied by a per kilowatt value from the Municipal Light Plant Funds, to the town treasury, as authorized by its Light Board in accordance with Chapter 164 of the General Laws of the Commonwealth, or act in relation thereto. (Requested by the Municipal Light Department)

SELECTMEN RECOMMEND: YES
ADVISORY RECOMMEND: YES
CAPITAL PLAN COMMITTEE
RECOMMEND: ---
TAX RATE IMPACT: ---

Brief Explanation:

The PILOT agreement is tied to the Pilot payment in the annual kilowatt sales of the light department multiplied by a per kilowatt value. This was put in place for FY13 to ease the calculation and establish a standard process for future years. In FY19 it is estimated we will receive \$68,147.

UNANIMOUS VOTE “YES”

ARTICLE 3:

To see if the Town will vote to authorize the Town Treasurer/Collector, with the approval of the Board of Selectmen, to borrow money

from time-to-time in anticipation of the revenue of the financial year beginning July 1, 2018, in accordance with the provisions of the Massachusetts General Laws, Chapter 44, Section 4, and to issue a note or notes as may be given for a period of less than one year in accordance with the Massachusetts General Laws, Chapter 44, Section 17, or act in relation thereto. (Requested by the Town Treasurer/Collector)

SELECTMEN RECOMMEND: YES
ADVISORY RECOMMEND: YES
CAPITAL PLAN COMMITTEE
RECOMMEND: ---
TAX RATE IMPACT: ---

Brief Explanation:

Allows the Treasurer to temporarily borrow operating funds for the Town to ensure payments are done in a timely manner. The Treasurer can only borrow that amount which is expected to be received.

UNANIMOUS VOTE “YES”

ARTICLE 4:

To see if the Town will vote to authorize the Town Administrator to enter into a contract or contracts with the Massachusetts Highway Department for the construction and maintenance of town roads in conformance with the Massachusetts General Laws, or act in relation thereto. (Requested by the Town Administrator)

SELECTMEN RECOMMEND: YES
ADVISORY RECOMMEND: YES
CAPITAL PLAN COMMITTEE

RECOMMEND: ---
TAX RATE IMPACT: ---

Brief Explanation:

This article allows the Town Administrator to contract with the State to do road repairs in Ashburnham.

UNANIMOUS VOTE “YES”

ARTICLE 5:

To see if the Town will vote to appropriate all funds which become available in the Fiscal Year 2019 from the Commonwealth of Massachusetts Department of Highways, Chapter 90 Bond Issue proceeds, to be used by the DPW for the repair and maintenance of town roads in conformance with Massachusetts General Laws, or act in relation thereto. (Requested by the Town Administrator)

SELECTMEN RECOMMEND: YES
ADVISORY RECOMMEND: YES
CAPITAL PLAN COMMITTEE
RECOMMEND: ---
TAX RATE IMPACT: ---

Brief Explanation:

This annual article allows the Town to expend its Chapter 90 state funds. For fiscal year 2019 the amount of those funds is estimated to be \$343,472.

UNANIMOUS VOTE “YES”

ARTICLE 6:

To see if the Town will vote to authorize the

transfer of trust fund income not to exceed \$2,500 from the Cushing Academy Trust Fund to pay for the fiscal year 2019 secondary school expenses, or act in relation thereto. (Requested by Town Administrator)

SELECTMEN RECOMMEND: YES
ADVISORY RECOMMEND: YES
CAPITAL PLAN COMMITTEE
RECOMMEND: ---
TAX RATE IMPACT: ---

Brief Explanation:

This is the transfer of funds (interest) from the Cushing Academy Trust fund (\$116,000). When the Town students were removed from Cushing Academy it was required to deposit \$114,000 into the Town’s funds and the interest earned on these monies were to be used to offset the cost to the Town for secondary education in public schools.

UNANIMOUS VOTE “YES”

ARTICLE 7:

To see if the Town will vote to transfer \$25,696 from special assessments Title V Receipts Account (septic system loan program) to pay principal and interest due on notes payable to the Water Pollution Abatement Trust, or act in relation thereto. (Requested by the Town Administrator)

SELECTMEN RECOMMEND: YES
ADVISORY RECOMMEND: YES
CAPITAL PLAN COMMITTEE
RECOMMEND: ---
TAX RATE IMPACT: ---

Brief Explanation:

The Town established a Septic System Loan Program where the cost was established as betterments. Each year charges are levied on the tax bills, and the revenue required is reserved or appropriated. We then must transfer monies required to cover the loan payment.

UNANIMOUS VOTE “YES”

ARTICLE 8:

To see if the Town will vote to transfer a sum of money not to exceed \$2,500 from the Waterways Improvement Fund for the purpose of waterway improvement, maintenance, and safety, or act in relation thereto. (Requested by the Ashburnham Lakes Coalition)

SELECTMEN RECOMMEND: YES
ADVISORY RECOMMEND: YES
CAPITAL PLAN COMMITTEE
RECOMMEND: ---
TAX RATE IMPACT: ---

Brief Explanation:

The Waterways Improvement Fund is funded by a portion of the boat excise tax to be used for waterways maintenance, access, law enforcement or fire prevention. The Lakes Association has been given the charge of recommending the use of these monies to the Board of Selectmen who then approve or disapprove expenditures. In the past these monies have been used for Police boat patrols, lifesaving courses, purchase of a Police boat and other water related expenditures.

UNANIMOUS VOTE “YES”

ARTICLE 9:

To see if the Town will accept the provision of G.L. c.59 §5, Clause 41C to take effect on July 1, 2018, or take any action relative thereto. (Requested by the Town Administrator).

SELECTMEN RECOMMEND: YES

ADVISORY RECOMMEND: YES

CAPITAL PLAN COMMITTEE

RECOMMEND: ---

TAX RATE IMPACT: ---

Brief Explanation:

41C is the exemption for seniors that allows the Town to increase the exemptions up to 100% of the state amounts, we believe it is possible that we have already accepted this provision, however, as our records are not clear, we have added this to our warrant to ensure proper compliance. Acceptance of this chapter allows the Town to increase the tax exemption amount from the State allowed \$500 up to \$1000. The Town is currently at \$750.

UNANIMOUS VOTE “YES”

ARTICLE 10:

To see if the town will vote to increase the exemption amount, gross receipts, and whole estate limits under G.L. c. 59 §5, Clause 41C to take effect on July 1, 2018, or take any other action relative thereto. (Requested by the Town Administrator)

1.By increasing the amount of the exemption

from \$750 to \$1,000.

2.By increasing the allowable gross receipts for applicants from \$18,000 to \$20,000 if single, and from \$22,500 to \$30,000 if married.

3.By increasing the whole estate limits for applicants from \$35,000 to \$40,000 if single, and from \$42,500 to \$55,000 if married.

SELECTMEN RECOMMEND: YES

ADVISORY RECOMMEND: YES

CAPITAL PLAN COMMITTEE

RECOMMEND: ---

TAX RATE IMPACT: ---

Brief Explanation:

The Assessor’s Office did a survey for income limitations and exemption amounts for the region to include: Winchendon, Lunenburg, Fitchburg, Harvard, and Sterling. Compared to the survey, the Town’s numbers below average. This article increases the exemption to the max exemption which both Harvard and Sterling offer, and increases the income and asset limitations to the average. To be eligible for a 41C exemption, the applicant must meet the gross receipt (income) limits and the whole estate (assets) limits. Increasing these limitations, to the max allowed by the statute, allows the number of potential applicants to increase and the increasing the exemption allows for the relief amount to be greater for a qualifying applicant. In FY18, the Town had 14 applications with a total exemption amount of \$10,500. Article

12 would allow for these limits to increase annually by the DOR determined COLA amount.

UNANIMOUS VOTE “YES”

ARTICLE 11:

To see if the town will vote to accept G.L. c. 59 §5, Clause 41D to take effect on July 1, 2019, or take any other action relative thereto. (Requested by the Town Administrator)

SELECTMEN RECOMMEND: YES

ADVISORY RECOMMEND: YES

CAPITAL PLAN COMMITTEE

RECOMMEND: ---

TAX RATE IMPACT: ---

Brief Explanation:

Acceptance of this chapter would allow the Town to have a mechanism to automatically increase both the gross receipts (income) and whole estate (asset) limits by the COLA as determined by the Department of Revenue, annually. The effective date is set for July 1, 2019 as the prior article initially increases the limits for July 1, 2018.

UNANIMOUS VOTE “YES”

ARTICLE 12:

To see if the town will vote to accept G.L. c. 59 §5, Clause 17D to take effect on July 1, 2018, or take any other action relative thereto. (Requested by the Town Administrator).

SELECTMEN RECOMMEND: YES

ADVISORY RECOMMEND: YES

CAPITAL PLAN COMMITTEE

LINE	DEPARTMENT	FY16 Actual	FY17 Budget	FY18 Recommend
1	Moderator		100	100
2	Board of Selectmen	6,616	6,935	6,957
3	Town Administrator	172,750	187,667	169,645
4	Advisory Board	50,176	50,500	50,500
5	Town Accountant	66,443	67,660	63,251
6	Board of Assessors	108,053	111,500	111,300
7	Treasurer/Collector	-	-	152,749
8	Treasurer	110,177	122,078	
9	Tax Collector	63,819	68,383	
10	Town Clerk	52,117	57,502	51,939
11	Land Use	31,812	41,567	127,557
12	Town Hall	42,940	44,315	45,800
13	Town Buildings	137,364	154,733	153,375
14	Non-Departmental	80,732	90,681	112,791
15	IT Expense	178,027	209,666	199,317
16	Police	1,172,600	1,273,736	1,339,972
17	JRO	-	35,000	-
18	Fire	630,734	638,566	744,271
19	Emergency Dispatch	238,510	287,119	285,408
20	Inspections	97,941	91,097	-
21	Animal Control	29,000	33,850	31,000

RECOMMEND: ---

TAX RATE IMPACT: ---

Brief Explanation:

17D is the exemption for seniors, surviving spouses, and minors. We believe we have already accepted this provision, but as our records are not clear, the Town is putting forth this article to ensure that it is on the

books.

UNANIMOUS VOTE "YES"

ARTICLE 13:

To see if the town will vote to accept the provision of G.L. c. 59, §5 added by Chapter 181 of the Acts of 1995 and authorize an annual increase in

REVENUE	FY18
Property Tax Levy	
Prior Yr Levy Limit	\$ 11,131,299
2.5% Increase	\$ 278,282
New Growth	\$ 100,000
Prop 2 1/2 Override	\$ -
Debt Svc. Override -School	\$ 1,369,003
Debt Svc. Override -Municipal	\$ 595,520
less overlay	\$ (95,000)
LEVY SUBTOTAL	\$ 13,379,104
	FY18
Other Revenue	
State Aid	\$ 896,693
Local Receipts -	\$ 1,736,600
Other Revenue	\$ 371,845
OTHER SUBTOTAL	\$ 3,005,138
REVENUE TOTAL	\$ 16,384,242

the exemption by the percentage increase in the U.S. Department of Labor, Bureau of Labor Statistics, Consumer Price Index for the previous year as determined by the Commissioner of Revenue, to be effective for exemptions granted for any fiscal year beginning on or after July 1, 2018, or take any action relative thereto. (Requested by the Town Administrator).

SELECTMEN RECOMMEND: YES

ADVISORY RECOMMEND: YES

CAPITAL PLAN COMMITTEE

RECOMMEND: ---

TAX RATE IMPACT: ---

Brief Explanation:

The Assessor's Office did a survey for income

limitations and exemption amounts for the region to include: Winchendon, Lunenburg, Fitchburg, Harvard, and Sterling. Compared to the survey Town's Ashburnham was low. This article increases the exemption by annual COLA as determined by the DOR, beginning July 1, 2018. The current amount is \$175 per exemption.

UNANIMOUS VOTE "YES"

ARTICLE 14:

To see if the Town will accept G.L. c. 59, §5, Clause 17E to take effect July 1, 2018, or take any action relative thereto. (Requested by the Town Administrator).

SELECTMEN RECOMMEND: YES

ADVISORY RECOMMEND: YES

CAPITAL PLAN COMMITTEE

RECOMMEND: ---

TAX RATE IMPACT: ---

Brief Explanation:

The 17D exemption is handled differently by the legislature than 41C. In order to increase the 17D whole estate limits (assets), the Town must accept this provision and the amount will adjust annually by the DOR set COLA. In FY18, the Town had 5 applicants under 17D, providing \$875 in tax relief. Increasing the asset limits will potentially increase the number of eligible residents.

UNANIMOUS VOTE "YES"

ARTICLE 15:

To see if the town will vote to amend the general by-laws of Ashburnham by adding a new section to establish and authorize

revolving funds for use by certain town departments, boards, committees, agencies or officers under Massachusetts General Laws Chapter 44, § 53E½, or take any other action relative thereto. (Requested by Town Administrator).

1.Purpose. This by-law establishes and authorizes revolving funds for use by town departments, boards, committees, agencies or officers in connection with the operation of programs or activities that generate fees, charges or other receipts to support all or some of the expenses of those programs or activities. These revolving funds are established under and governed by General Laws Chapter 44, § 53E½.

2.Expenditure Limitations. A department or agency head, board, committee or officer may incur liabilities against and spend monies from a revolving fund established and authorized by this by-law without appropriation subject to the following limitations:

2.1.Fringe benefits of full-time employees whose salaries or wages are paid from the fund shall also be paid from the fund.

2.2.No liability shall be incurred in excess of the available balance of the fund.

2.3.The total amount spent during a fiscal year shall not exceed the amount authorized by town meeting on or before July 1 of that fiscal year, or any increased amount of that authorization that is later approved during

that fiscal year by the Board of Selectmen and Advisory Board.

3.Interest. Interest earned on monies credited to a revolving fund established by this by-law shall be credited to the general fund.

4.ProceduresandReports.Exceptasprovided in General Laws Chapter 44, § 53E½ and this by-law, the laws, charter provisions, by-laws, rules, regulations, policies or procedures that govern the receipt and custody of town monies and the expenditure and payment of town funds shall apply to the use of a revolving fund established and authorized by this by-law. The town accountant shall include a statement on the collections credited to each fund, the encumbrances and expenditures charged to the fund and the balance available for expenditure in the regular report the town accountant provides the department, board, committee, agency or officer on appropriations made for its use.

5.Authorized Revolving Funds.

5.1.RAD Program Revolving Fund.

5.1.1.Fund Name. There shall be a separate fund called the RAD Program Revolving Fund authorized for use by the Police Chief.

5.1.2.Revenues. The town accountant shall establish the RAD Program Revolving Fund as a separate account and credit to the fund all of the RAD class registration fees charged and received by the Police Department in connection with Rape Assault Defense

Program.

5.1.3.Purposes and Expenditures. During each fiscal year, the Police Chief may incur liabilities against and spend monies from the RAD Revolving Fund for administrative costs for supplies and materials, and training costs and traveling expenses for instructors in connection with the RAD Program. Salaries or wages of employees shall be paid from the annual budget appropriation of the Police Department and shall not be paid from the fund.

5.1.4.Fiscal Years. The RAD Revolving Fund shall operate for fiscal years that begin on or after July 1, 2018.

5.2.Fire Alarm & Communication Revolving Fund.

5.2.1.Fund Name. There shall be a separate fund called the Fire Alarm & Communication Revolving Fund authorized for use by the Fire Chief.

5.2.2.Revenues. The town accountant shall establish the Fire Alarm & Communication Revolving Fund as a separate account and credit to the fund all Fire Alarm fees charged and received by the Fire Department in connection with the Fire Alarm system that is operated by the Fire Department.

5.2.3.Purposes and Expenditures. During each fiscal year, the Fire Chief may incur liabilities against and spend monies from the Fire Alarm & Communication

Revolving Fund for equipment costs and upgrades, administrative costs for supplies and materials, radio communication maintenance, and training costs in connection with the Fire Alarm System.

Salaries or wages of employees shall be paid from the annual budget appropriation of the Fire Department and shall not be paid from the fund.

5.2.4.Fiscal Years. The Fire Alarm & Communication Revolving Fund shall operate for fiscal years that begin on or after July 1, 2018.

5.3.Economic Development Banner Program Revolving Fund.

5.3.1.Fund Name. There shall be a separate fund called the Economic Development Banner Program Revolving Fund authorized for use by the Board of Selectmen.

5.3.2.Revenues. The town accountant shall establish the Economic Development Banner Program Revolving Fund as a separate account and credit to the fund all banner program fees charged and received by the Board of Selectmen in connection with the Banner Program that is administered by the Ashburnham Economic Development Commission.

5.3.3.Purposes and Expenditures. During each fiscal year, the Board of Selectmen may incur liabilities against and spend monies from the Economic Development

Banner Program Revolving Fund for costs of banners, banner brackets, installation costs incurred, administrative costs for supplies and materials, in connection with the Economic Development Banner Program.

5.3.4.Fiscal Years. The Economic Development Banner Program Revolving Fund shall operate for fiscal years that begin on or after July 1, 2018.

SELECTMEN RECOMMEND: YES
ADVISORY RECOMMEND: YES
CAPITAL PLAN COMMITTEE
RECOMMEND: YES
TAX RATE IMPACT: ---

Brief Explanation:

Under the Acts of 2016, c. 218, § 24, the legislature added new requirements to the use of Revolving Funds now requiring the enactment of a revolving fund bylaw in addition to the annual appropriation. Revolving funds allow for fees to be collected for a specific purpose and related expenses to be paid from that fund without tying up general funds. Revolving funds are a transparent way to account for specific programs.

MAJORITY VOTE “YES”

ARTICLE 16:

To see if the town will vote to amend the general by-laws of Ashburnham by amending Chapter V: Capital Budgeting 5.2, by adding additional language at the end of the subsection, or take any other action relative thereto. (Requested by Town

Administrator).
5.2 The Committee shall study proposed capital projects and improvements involving major tangible assets and projects which: 1) have a useful life of at least three years; 2) have a dollar value of \$15,000 or greater.

Add following language:
The following items shall be excluded from the capital plan:
(1) One Police Cruiser
(2) Fire Turnout Gear

SELECTMEN RECOMMEND: YES
ADVISORY RECOMMEND: YES
CAPITAL PLAN COMMITTEE
RECOMMEND: YES
TAX RATE IMPACT: ---

Brief Explanation:
The Town purchases a police cruiser and turnout gear annually, and although both items meet the current capital guidelines, these are annual expenses that in their usual quantities should be excluded from the capital program.
UNANIMOUS VOTE “YES”

ARTICLE 17:
To see if the Town will vote to authorize the Town Administrator to sell at public auction any of the property which the Town may have acquired or may hereafter acquire through proceedings based upon non-payment of taxes or under proceedings for the sale of lands of low value, to impose upon the property so sold such restrictions, reservations or conditions as shall be

deemed expedient, and to execute quitclaim deeds and other instruments thereto; or act or do anything in relation thereto.

SELECTMEN RECOMMEND: YES
ADVISORY RECOMMEND: YES
CAPITAL PLAN COMMITTEE
RECOMMEND: ---
TAX RATE IMPACT: ---

Brief Explanation:
Town Counsel has advised that this article is not necessary, and can be passed over at Town Meeting.
UNANIMOUS VOTE TO PASSOVER THIS ARTICLE.

ARTICLE 18:
To see if the Town will vote to transfer from the General Fund the sum of \$19,556.70 to the Library Whittemore Trust Fund; or act in relation thereto.
SELECTMEN RECOMMEND: TBD
ADVISORY RECOMMEND: TBD
CAPITAL PLAN COMMITTEE
RECOMMEND: ---
TAX RATE IMPACT: ---

Brief Explanation:
As part of a plea agreement, and restitution order, the former Library Director was required to forfeit her retirement from Worcester County Retirement System. The retirement board returned funds paid into the system on her behalf to the town. The original funds were taken from the Whittemore Trust Fund and this Article will

return them to that fund.
UNANIMOUS VOTE “YES”

ARTICLE 19:
To see what spending limits the Town will establish for revolving accounts established pursuant to Chapter 44, section 53E½ of the Massachusetts General Laws and Ashburnham General Bylaws for Fiscal Year 2019; or take any other action related thereto.

Revolving Fund	Spending Limit
RAD Program	\$15,000
Fire Alarm & Communications	\$20,000
Economic Dev. Banner Program	\$10,000

SELECTMEN RECOMMEND: YES
ADVISORY RECOMMEND: YES
CAPITAL PLAN COMMITTEE
RECOMMEND: ---
TAX RATE IMPACT: ---

Brief Explanation:
Once the revolving funds are established, the limits to what can be collected in each fund and expended is an annual requirement.
MAJORITY VOTE “YES”

ARTICLE 20:
To see if the Town will vote to raise and appropriate a sum \$788,999 to operate the Water Department for the fiscal year beginning July 1, 2018, or act in relation thereto. (Requested by the Town Administrator)

Water Enterprise

Salaries	79,055
Expenses	97,144
Water Filtration Plant	176,585
Debt Service	265,928
Indirect Costs	170,287
	\$788,999

SELECTMEN RECOMMEND: YES
ADVISORY RECOMMEND: YES
CAPITAL PLAN COMMITTEE
RECOMMEND: ---
TAX RATE IMPACT: ---

Brief Explanation:

The FY19 expenses increased by 1.85% over FY18. The salary and expense lines decreased and a new line, Indirect Costs, was added. All indirect costs are now tallied on the general ledger side and shown as one figure on the enterprise expenses and one figure as indirect revenues for the general ledger, allowing for additional transparency on the general ledger.

UNANIMOUS VOTE “YES”

ARTICLE 21:

To see if the Town will vote to appropriate \$35,000 from FY17 Sewer Retained Earnings for the direct costs of the Sewer Department Enterprise Fund for the fiscal year beginning July 1, 2018, or act in relation thereto. (Requested by the Town Administrator)

SELECTMEN RECOMMEND: YES
ADVISORY RECOMMEND: YES
CAPITAL PLAN COMMITTEE
RECOMMEND: TBD
TAX RATE IMPACT: ---

Brief Explanation:

The Sewer Enterprise fund is expected to continue to struggle for another fiscal year until the debt is paid off. To help alleviate some of the financial strain, the Town proposes to utilize the Sewer fund’s retained earnings to help cover operating expenses for FY19 and keep any required sewer rate increases to a minimum.

UNANIMOUS VOTE “YES”

ARTICLE 22:

To see if the Town will vote to raise and appropriate a sum \$801,148 to operate the Sewer Department for fiscal year beginning July 1, 2018, or act in relation thereto. (Requested by the Town Administrator)

Sewer Enterprise

Salaries	42,588
Expenses	95,220
Service Charges Gardner	300,000
Debt Service	285,969
Indirect Costs	112,371
	\$836,148

SELECTMEN RECOMMEND: YES
ADVISORY RECOMMEND: YES
CAPITAL PLAN COMMITTEE
RECOMMEND: TBD
TAX RATE IMPACT: ---

Brief Explanation:

The FY19 Sewer Budget is 5.9% decrease over FY18. We understated indirect costs for FY19 and reduced our expected expenses wherever possible to keep the budget as modest and feasible as possible. \$801,148 will need to be raised and appropriated to add to the \$35,000 transferred from retained earnings FY17.

UNANIMOUS VOTE “YES”

Line	Department	Approved FY18	Adjusted FY18	Budget FY19
1	Moderator	100	100	100
2	Board of Selectmen	6,957	7,757	8,085
3	Town Administrator	169,645	275,682	278,019
4	Advisory Board	500	500	500
5	Reserve Fund	50,000	75,000	50,000
6	Town Accountant	63,251	81,024	73,450
7	Board of Assessors	111,300	111,300	115,026
8	Treasurer/Collector	152,749	184,087	164,274
9	Town Clerk	51,939	55,668	55,774
10	Inspectional Services	127,557	170,057	209,678
11	Town Hall	45,800	3,940	-
12	Town Buildings	153,375	155,125	167,340
13	IT Expense	199,317	236,953	202,880
14	Conservation Commission	25,810	25,810	25,945
15	Non-Departmental	112,791	112,791	144,005
16	Police	1,339,972	1,339,972	1,424,670
17	Fire	744,271	759,271	771,214
18	Emergency Dispatch	285,408	295,408	308,315
19	Animal Control	31,000	31,500	38,800
20	Monty Tech	450,636	450,636	507,292
21	Ash-West Reg School District	6,912,170	7,387,826	7,537,657
22	Highway	733,277	871,725	911,648
23	Snow & Ice	220,000	220,000	230,000
24	Board of Health	20,368	20,368	21,386
25	Council on Aging	26,490	78,490	80,107
Line	Department	Approved FY18	Adjusted FY18	Budget FY19
26	Veterans' Services	74,834	74,834	99,000
27	Agricultural Commission	300	300	300
28	Library	210,873	218,273	225,374
29	Parks & Recreation Committee	20,490	20,490	24,700
30	Historical Commission	2,000	2,000	2,000
31	Debt Service	1,884,834	1,884,834	1,818,263
32	Employee Insurance Benefits	1,367,981	1,470,019	1,461,332
Subtotal		15,595,995	16,621,740	16,957,134

ARTICLE 23:

To see if the Town will vote to raise and appropriate such sum \$16,883,634 as may be necessary to defray the expenses of the Town for the fiscal year commencing July 1, 2018 and to set the salaries of elected officials; or act in relation thereto. (Requested by the Board of Selectmen and Advisory Board)

<i>Adjustments for Grants</i>		(73,500)	(73,500)
TOTAL RAISE & APPROPRIATE	\$ 15,595,995	\$ 16,548,240	\$ 16,883,634

Setting of Elected Salaries under Article 9:

- a. Town Moderator: \$100
- b. Board of Selectmen: Chairman - \$1,300; Clerk - \$1,100; Member - \$1,100

SELECTMEN RECOMMEND: YES
 ADVISORY RECOMMEND: YES
 CAPITAL PLAN COMMITTEE RECOMMEND: ---
 TAX RATE IMPACT: -.09¢

Brief Explanation:

The annual operating budget article as noted represents a 2% increase over the adjusted FY18 budget. FY19 budget includes: a shift of indirect costs from enterprise funds, due especially to the inability of the Sewer enterprise fund being able to handle the additional burden for another year; and negotiation of three union contracts for FY19. The revenues also cover the capital items in the next two articles. The revenues

to offset the cost of the proposed budget come from the following sources:

Line	Item	Amount
1	Fire Truck Pumper Tanker (three year lease to purchase)	193,396
2	Police Cruiser Car	46,000
3	Sidewalk Repair	10,000
		\$ 249,396

MAJORITY VOTE "YES"

Total Revenue: 17,318,635

ARTICLE 24:

To see if the Town will vote to raise and appropriate from available funds the sum of \$185,604 to transfer to the Capital Improvement Fund for the purpose of expenditure by the Capital Planning Committee at the Fall Special Town Meeting or act in relation thereto. (Requested by the Town Administrator)

SELECTMEN RECOMMEND: YES
 ADVISORY RECOMMEND: YES
 CAPITAL PLAN COMMITTEE RECOMMEND: YES
 TAX RATE IMPACT: -.09¢

Brief Explanation:

The Capital Planning Committee is in the process of updating the Town's Capital Plan. With a change in the Town's Financial Software, Budgeting Software, and Finance Team, the Town Administrator has requested that the Capital Planning Committee hold off on appropriating necessary capital items until Fall Town Meeting, so that a proper revision to the plan can commence.

UNANIMOUS VOTE "YES"

ARTICLE 25:

To see if the Town will vote to raise and appropriate from available funds the sum of \$249,396 to fund the recommendation of the Capital Planning Committee to include the following:

REVENUES	FY19 -EST
Property Tax Levy	
Prior Yr Levy Limit	12,029,260
2 1/2 % Increase	300,732
New Growth	100,000
Debt Service Override-School	1,362,852
Debt Service Override-Municipal	576,396
less overlay	(100,000)
Levy Total	14,269,240
State Aid	979,450
Local Receipts Revenue	1,787,287
Indirect Costs (Enterprise Funds)	282,658

and to authorize the Board of Selectmen to enter into a lease with an option to purchase for a term of three years for the fire truck pumper-tanker (Item #1), and to sell, trade in or dispose of any equipment being replaced, or act in relation thereto. (Requested by the Town Administrator)

SELECTMEN RECOMMEND: YES

ADVISORY RECOMMEND: YES

CAPITAL PLAN COMMITTEE

RECOMMEND: YES

TAX RATE IMPACT: -.09¢

Brief Explanation:

The Capital Planning Committee has developed a sustainable capital plan that can be funded within the raise and appropriated tax levy. The capital article is limited to the required articles, which due to financial commitments, mileage limitations, and weather conditions need to be addressed at Annual Town Meeting.

UNANIMOUS VOTE "YES"

ARTICLE 26:

To see if the Town will vote to raise and appropriate the sum of \$1,000,000, for the repair and reconstruction of town roads and sidewalks with permanent pavement of a lasting character including but not limited to any and all engineering and inspection fees, to be spent in accordance with the Town's road improvement program, provided that no funds be spent and bonds or notes be issued unless the Town has voted at an election to exempt this expenditure from the provisions of Proposition 2 ½, so called, or act in relation thereto. (Requested by Citizen's Petition).

SELECTMEN RECOMMEND: TBD

ADVISORY RECOMMEND: TBD

CAPITAL PLAN COMMITTEE

RECOMMEND: ---

TAX RATE IMPACT: \$ 1.54

Brief Explanation:

This is a Citizen's Petition.

2/3 MAJORITY VOICE VOTE

ADVISORY BOARD RECOMMENDED HAND
COUNT

SHOW OF HANDS

YES-45 NO-62

MEETING ATTENDANCE WAS 133.

Motion to adjourn: 8:23 P.M.

Proceedings of the Special Town Meeting October 30, 2018

Pursuant to the foregoing warrant, the legal voters of the Town of Ashburnham met at Overlook Regional Middle School Team Room, 10 Oakmont Drive, Ashburnham, on October 30, 2018. Moderator Keith Glenny presided at the meeting which was called to order at 7:10 P.M. The Pledge of Allegiance was recited.

ARTICLE 1

To see if the Town will vote to transfer from the Capital Improvement Fund the sum of \$88,555 to fund the recommendation of the Capital Planning Committee and to be spent under the supervision of the Ashburnham-Westminster Regional School District for the following districtwide capital projects; or act in relation thereto.

MOTION MADE BY: John Mulhall

SECONDED BY: Rosemarie Meissner

MOTION:

I move the Town to vote to transfer from the Capital Improvement Fund the sum of \$88,555 to fund the recommendation of the Capital Planning Committee and to be spent under the supervision of the Ashburnham-Westminster Regional School District for the following districtwide capital projects:

SELECTMEN RECOMMEND: YES
 ADVISORY RECOMMEND: YES
 CAPITAL PLAN COMMITTEE
 RECOMMEND: YES
 TAX RATE IMPACT: ---

EXPLANATION:

The Capital Improvement Committee is working on drafting the new plan for the next five years, taking into consideration necessary school capital improvements and seeing how AWRSD and the Town Capital can fit together. In the meantime, AWRSD has submitted their five year plan and it has already been approved by Westminster for FY19.

1	37,680	Security System Phase 2
2	5,770	Section C – Exterior Board Replacement
3	11,047	Section D – Exterior Board Replacement
4	4,230	Generator Fuel Tank
5	16,975	Locker Replacement – 7 th Grade Wing
6	8,003	Ride on Floor Scrubber
7	4,850	Replace Flooring

Capital Improvement Fund Balance -
 \$629,984.71.

ARTICLE 1 VOTED:

On a motion of John Mulhall to vote to transfer from the Capital Improvement Fund the sum of \$88,555 to fund the recommendation of the Capital Planning Committee and to be spent under the supervision of the Ashburnham-Westminster Regional School District for districtwide capital projects.

MAJORITY VOTED: Yes

ARTICLE 2:

To see if the Town will vote to transfer from

the Capital Improvement Fund the sum of \$140,132 to fund the recommendation of the Capital Planning Committee and to authorize the Board of Selectmen to enter into lease purchases for the SCBA Gear (Item #2) for up to three (3) years, and the Volvo Loader (Item #3) for up to five (5) years, and to sell, trade in or otherwise dispose of any equipment being replaced, or act in relation thereto.

MOTION MADE BY: Rosemarie Meissner

SECONDED BY: Kyle Johnson

MOTION:

I move the Town to vote to transfer from the Capital Improvement Fund the sum of \$140,132 to fund the recommendation of the Capital Planning Committee and to authorize the Board of Selectmen to enter into lease purchases for the SCBA Gear (Item #2) for up to three (3) years, and the Volvo Loader (Item #3) for up to five (5) years, and to sell, trade in or otherwise dispose of any equipment being replaced.

SELECTMEN RECOMMEND: YES
 ADVISORY RECOMMEND: YES
 CAPITAL PLAN COMMITTEE
 RECOMMEND: YES
 TAX RATE IMPACT: ---

EXPLANATION:

The second article is a request for \$140,132 in order to purchase three needed sets of equipment for the Town. In order to purchase the most items needed, the Capital Improvement Committee has considered financing options for 2 out of 3 of the purchases. At the ATM in May, the

Town transferred \$185,604 to the Capital Improvement Fund for appropriation in the Fall.

ARTICLE 2 VOTED:

On a motion of Rosemarie Eldridge Meissner to request \$140,132 to purchase three needed sets of equipment for the Town. The three sets of equipment are Hot Box, SCBA Gear, and Volvo Loader.

Two thirds vote passed.

ARTICLE 3

To see if the Town will vote to transfer from available funds the sum of \$25,000 to fund a Pavement Management Plan Update, or act in relation thereto.

MOTION MADE BY: Kyle Johnson

SECONDED BY: John Mulhall

MOTION:

I move the Town to vote to transfer from the Stabilization Fund the sum of \$25,000 to fund a Pavement Management Plan Update.

SELECTMEN RECOMMEND: YES
 ADVISORY RECOMMEND: YES
 CAPITAL PLAN
 COMMITTEE RECOMMEND: YES
 TAX RATE IMPACT: ---

EXPLANATION:

Articles 3-7 utilize stabilization because Free Cash is not yet available for appropriation. As a result, each of these articles will require

a 2/3rds vote.

Stabilization is being used in lieu of free cash to cover the costs of these articles. Preliminary free cash estimates more than cover the total amounts in articles 3-7. The current balance of Stabilization is \$371k. It is the intent of the financial officials to replenish stabilization with Free Cash at Annual Town Meeting.

This article is a request to transfer \$25,000 to cover the costs of hiring a consultant to update our most recent pavement management plan. This would allow an update and survey on the current status of the roads, an additional analysis of options on ways to maintain roads, and a look at usage of roads. The end product would be an updated plan on which roads should be tackled, in which order, and by what method within our budgetary allowances over the next few years.

ARTICLE 3 VOTED:

On a motion of Kyle Johnson to transfer \$25,000 to cover the costs of hiring a consultant to update our most recent pavement management plan.

Two Thirds Vote Passed

ARTICLE 4

To see if the Town will vote to transfer from available funds the sum of \$5,800 to replace the Police Department's Gun Cleaning System that has come to the end of its life, or act in relation thereto.

MOTION MADE BY: John Mulhall

SECONDED BY: Rosemarie Meissner

MOTION:

I move the Town to vote to transfer from the Stabilization Funds the sum of \$5,800 to replace the Police Department's Gun Cleaning System.

SELECTMEN RECOMMEND: YES

ADVISORY RECOMMEND: YES

CAPITAL PLAN COMMITTEE

RECOMMEND: YES

TAX RATE IMPACT: ---

EXPLANATION:

This article is to request a transfer of \$5,800 to replace the PD's Gun Cleaning System. The PD maintains about \$40k worth of handguns, patrol rifles, shotguns, and related equipment. The machine they have is out of service, beyond repair and no longer maintained by the manufacturer. The requested heavy duty machine uses ultrasonic heat to clean and is comparable to the current unit and will clean and lubricate the equipment.

ARTICLE 4 VOTED:

On a motion of John Mulhall to vote to transfer from the Stabilization Funds the sum of \$5,800 to replace the Police Department's Gun Cleaning System.

Two Thirds Vote Passed

ARTICLE 5

To see if the Town will vote to transfer from available funds the sum of \$35,000 to replace/Repair Town Hall's Gutters, or act in relation thereto.

MOTION MADE BY: Rosemarie Meissner

SECONDED BY: Kyle Johnson

MOTION:

I move the Town to vote to transfer from the Stabilization Fund the sum of \$35,000 to replace/Repair Town Hall's Gutters

SELECTMEN RECOMMEND: YES

ADVISORY RECOMMEND: YES

CAPITAL PLAN COMMITTEE

RECOMMEND: YES

TAX RATE IMPACT: ---

EXPLANATION:

This is a request for \$35,000 to repair/replace Town Hall's gutter system. Our custodian is concerned about the current gutters and the water damage that is incurring inside of the building due to faulty gutters. Based on the professional assessment, in addition to installing the new gutters, the existing slate at the end of the roof will need to be pulled back and ice and water shield needs to be installed to allow for a watertight installation of the roof brackets. Any slate that is removed will subsequently be replaced. The existing internal gutters will be covered as well to ensure proper bypassing of them so water flows into the new external gutters. This project was just raised to a level of urgency and will require Capital Improvement Committee's review and recommendation.

ARTICLE 5 VOTED:

On a motion of Rosemarie Eldridge Meissner to vote to transfer from the Stabilization Fund the sum of \$35,000 to replace/repair the Town Hall's Gutter system.

Two Thirds Vote Passed

ARTICLE 6

To see if the Town will vote to transfer from available funds the sum of \$50,000 to fund a new position at the DPW from January through June 2019, or act in relation thereto.

MOTION MADE BY: Kyle Johnson

SECONDED BY: John Mulhall

MOTION:

I move the Town to vote to transfer from the Stabilization Fund the sum of \$50,000 to fund a replacement position at the DPW from January through June 2019.

SELECTMEN RECOMMEND: Yes

ADVISORY RECOMMEND: Yes

CAPITAL PLAN COMMITTEE

RECOMMEND: N/A

TAX RATE IMPACT: ---

EXPLANATION:

One of the ongoing conversations for FY19 has been infrastructure and staffing levels at the DPW to maintain the current infrastructure. In order to be prepared for future retirements in the DPW and to provide more staffing for the ever increasing workload of the DPW, we propose a new DPW position beginning in January 2019. This

will allow for funding in the department to hire a new employee and cover wages and full-time benefits (\$10K+) for a sixth month period, this will be continued to be funded in the FY20 budget. The amount requested is \$50k.

ARTICLE 6 VOTED:

On a motion of Kyle Johnson to vote to transfer from the Stabilization Fund the sum of \$50,000 to fund a new position at the DPW from January through June 2019.

Two Thirds Vote passed

ARTICLE 7

To see if the Town will vote to transfer from available funds the sum of \$20,000 to the Town's Other Post Employment Benefits (OPEB) Trust, or act in relation thereto.

MOTION MADE BY: John Mulhall

SECONDED BY: Rosemarie Meissner

MOTION:

I move the Town to vote to transfer from the Stabilization Fund the sum of \$20,000 to the Town's Other Post Employment Benefits (OPEB) Trust

SELECTMEN RECOMMEND: Yes

ADVISORY RECOMMEND: Yes

CAPITAL PLAN

COMMITTEE RECOMMEND: N/A

TAX RATE IMPACT: ---

EXPLANATION:

In order to continue to try to work towards meeting our obligations, we continue our Fall tradition of transferring \$20k into our Other Post Employment Benefits (OPEB) Trust Fund (Retiree's Health Insurance Benefits). We are currently able to budget for our OPEB obligations out of our annual budget, but our working on saving in a separate trust fund in order to be fiscally responsible and work towards meeting our total future obligations.

ARTICLE 7 VOTED:

On a motion of John Mulhall to vote to transfer from the Stabilization Fund the sum of \$20,000 to the Town's Other Post Employment Benefits (OPEB) Trust.

Unanimous two thirds vote passed

ARTICLE 8

To see if the Town will vote to accept as a public way the subdivision road known as Hemlock Drive as shown on the plan entitled "Cashman Hill Estates" Subdivision Plan of Land in Ashburnham, MA Drawn for Benjamin Builders, Inc. prepared by McCarthy Engineering, Inc. dated January 3, 2006 recorded in the Worcester North District Registry of Deeds in Plan Book 5267 Page 257 and Book 5526 Page 100, or act in relation thereto.

MOTION MADE BY: Rosemarie Meissner

SECONDED BY: Kyle Johnson

MOTION:

I move the Town to vote to accept as a public way the subdivision road, regardless of road or drive, known as Hemlock Drive as shown on the plan entitled “Cashman Hill Estates” Subdivision Plan of Land in Ashburnham, MA Drawn for Benjamin Builders, Inc. prepared by McCarthy Engineering, Inc. dated January 3, 2006 recorded in the Worcester North District Registry of Deeds in Plan Book 5267 Page 257 and Book 5526 Page 100.

SELECTMEN RECOMMEND: Yes
 ADVISORY RECOMMEND: Yes
 CAPITAL PLAN COMMITTEE
 RECOMMEND: Yes
 TAX RATE IMPACT: ---

EXPLANATION:

This article will allow the Town to accept Hemlock Drive which is the road that is contained within the approved subdivision of Cashman Hill Estates. In order to be eligible for Town Acceptance, the road had to have met minimum obligations and been approved by a number of boards, committees, and departments: Conservation, AMLP, DPW, and Planning Board.

ARTICLE 8 VOTED:

On a motion of Rosemarie Eldridge Meissner to vote to accept as a public way the subdivision road known as Hemlock Drive, which is the road that is contained within the approved subdivision of Cashman Hill Estates, based upon what the “accepted plan” states.

Majority vote passes Unanimously

ARTICLE 9

To see if the town will vote to amend the zoning by-laws of Ashburnham by adding a new Chapter 5.22, “Recreational Marijuana,” as written in attachment A, or act in relation thereto.

MOTION MADE BY: Kyle Johnson

SECONDED BY: John Mulhall

MOTION:

I move that the Town vote to add a new zoning bylaw addressing recreational marijuana to the the Town’s zoning bylaw as written in Attachment A.

SELECTMEN RECOMMEND: Yes
 ADVISORY RECOMMEND: Yes
 CAPITAL PLAN COMMITTEE
 RECOMMEND: N/A
 TAX RATE IMPACT: ---

EXPLANATION:

Roger Hoyt will speak to this Article.

ARTICLE 9 VOTED:

On a motion of Kyle Johnson to vote to add a new zoning bylaw addressing recreational marijuana to the Town’s zoning bylaw as written in Attachment A with some revisions to the citations which will be provided by Town Counsel.

Two thirds majority passed

ARTICLE 10

To see if the town will vote to amend the general by-laws of Ashburnham by adding a

new Chapter, “Public Nuisances,” as written in attachment B, or act in relation thereto.

MOTION MADE BY: Bill Johnson

SECONDED BY: Rosemarie Meissner

MOTION:

I move that the town vote to add a new bylaw addressing nuisances to the town’s general bylaws as printed in the attachment B with the changes highlighted.

SELECTMEN RECOMMEND: Yes
 ADVISORY RECOMMEND: Yes
 CAPITAL PLAN COMMITTEE
 RECOMMEND: N/A
 TAX RATE IMPACT: ---

EXPLANATION:

Bill Johnson will speak to this Article.

ARTICLE 10 VOTED:

On a motion of Bill Johnson to vote to add a new bylaw addressing nuisances to the town’s general bylaws as printed in the Attachment B with the changes highlighted.

UNANIMOUS Majority Vote No/Defeated

Meeting adjourned at 8:52 P.M.

Respectfully submitted,
Michelle M. Johnson, Town Clerk

TOWN COUNSEL

Annual Report



Town Counsel Annual Report (FY 2018)
“Government is best which is closest to the people.” Lyndon B. Johnson Special Message to the Congress on the Right To Vote, March 15, 1965

Fiscal Year 2018 was a year in which everything old was new again. The town had its first recount since 2004, demonstrating once again that every vote does count. A comprehensive permit issued over ten (10) years ago generated new legal questions for town officials, and I responded to the first court appeal of a zoning decision since 2011. A subdivision initially approved in 1986, then again in 2007, generated new interest among developers and gave rise to legal questions.

In addition to revisiting the past, I provided legal advice to several boards and offices regarding compliance with current rules applicable to legal notices and the proper conduct of hearings. In general, such advice covered a range of matters from licensing to leases, and various permitting questions. I assisted in the legal transition from one IT vendor to another and defended certain bid law claims brought against the town.

During the course of the year legal questions ranging from amending current agreements to tax title arose and were dealt with in turn.

I also provided legal services regarding the following:

- Cannabis Control Laws and Requirements
- Personnel Matters
- Specific Zoning Enforcements
- Accepting Gifts of Land

Town officials called upon me at various times during the year for written or oral advice relative to the matters then pending before the town’s boards, commissions and committees. Generally, such advice consists of aiding these volunteer boards in complying with the legal requirements, procedures and standards for particular licenses, permits, and hearings within each board’s jurisdiction. I provided legal advice regarding the interpretation and application of the General Laws, the Code of Massachusetts Regulations, and appellate court rulings as well as the town’s charter and bylaws as requested so the various boards, commissions and committees could perform their duties and responsibilities effectively and appropriately.

Finally, I reviewed and performed legal research to assist in the preparation of articles and motions for the annual and special town meetings this year.

I am happy to report that I received the full cooperation, assistance and support

from the town’s officials in carrying out my responsibilities as Town Counsel. It continues to be a pleasure and a privilege to serve the town as its legal counsel. Thank you.



Respectfully submitted,
C. Deborah Phillips
Town Counsel

LABOR COUNSEL

Annual Report

The Honorable Board of Selectmen and the Citizens of the Town of Ashburnham

In calendar year 2018 (and continuing into 2019), we provided Town officials with legal advice on a number of labor and employment matters. Such advice included, among other things, (1) day-to-day employment advice on

a variety of topics such as the application of the Family and Medical Leave Act (FMLA) and the Americans with Disabilities Act (ADA); and (2) traditional labor advice concerning the collective bargaining agreements with the Town's bargaining units and strategy during collective bargaining negotiations.

As well, we assisted the Town in both defending against a charge of prohibited practice filed by one of the Town's labor unions (which matter ultimately settled) and filing on behalf of the Town its own charge of prohibited practice against the same union at the Department of Labor Relations.

In addition, we represented the Town with regard to a grievance and demand for arbitration filed by one of the Town's labor unions on behalf of an employee who had been disciplined.

We have also represented the Town with regard to pre-discipline due process hearing and subsequent grievance filed by one of the Town's labor unions on behalf of an employee who was demoted.

And, we have represented the Town on a matter involving the FMLA and ADA concerning an accommodation of an employee to allow the employee to perform the essential functions of the employee's job. Finally, we have assisted the Town in dealing with employment issues in the Stevens Memorial Library.

We have greatly enjoyed working collaboratively with the Town and its various officials and appreciate their continued support and cooperation in our serving as Labor Counsel for the Town. Thank you for the privilege of representing you!



MIRICK O'CONNELL
ATTORNEYS AT LAW

Very truly yours,

Corey F. Higgins
Labor Counsel

FINANCE

ADVISORY BOARD

Annual Report

To the Citizens of Ashburnham:

The Ashburnham Advisory Board is a seven (7) member board appointed by the Town Moderator. The Advisory Board serves as the Town's finance committee. The Advisory

Board, by tradition and statute, is in place to advise town meeting on the practicality and value of any of the matters discussed during the meeting. The Town's Reserve Fund is also controlled by the Board. The Reserve Fund provides for urgent and unforeseen expenditures that could not have been anticipated before town meeting and/or allows immediate expenditure of funds in the event of an emergency when the delay of having to call a special town meeting would have been potentially harmful.

The Town continues to make significant annual progress in the financial management area. Budget requests continue to be prioritized by the Department Heads under the direction of the Town Administrator and we provide the best possible service with the funds available to the Town.

We are pleased with the continued progress the Town has made over the past year. The Town has a consistent budget format, adequate revenue and expense forecasts, and a comprehensive Capital Plan. These tools have added significant financial stability which has been supported by our annual independent audit and annual review from the Massachusetts Department of Revenue.

I would like to thank all of the members of the Advisory Board for their efforts during the past year. Collectively, we continue to work on behalf of the citizens of Ashburnham to improve the level and quality of services provided which will help improve the quality

of life in the Town of Ashburnham. We encourage all Town residents to get involved in the process of making Ashburnham a better place by attending meetings and volunteering for committees.

Respectfully submitted,

*Joseph Oliveira, Chair
Ron Putnam, Vice Chair
James Piedrafite, Secretary
Gail Dumont
Bruce Whitney
Allison Weissensee
Mike Smith*

CAPITAL PLANNING COMMITTEE *Annual Report*

The Capital Planning Committee met in February 2018 to review the five year plan and prepare recommendations for capital expenditures for the Annual Town Meeting. The requests for this year's plan totals \$435,000 which was within our budget of \$450,000. The budget was based on an average and with our current plan over the next 10 years, that budget should average out. It is also understood that as asset retail costs increase there will need to be a budget review. The budget requests for this year were:

- The replacement of existing 1965 tank truck and 1998 Engine with a new Pumper tanker truck will combine two existing vehicles to one more efficient vehicle for the Fire Dept. This will be a 3 year lease to buy as to keep the cost in our budget without the need for a debt exclusion article. FY19 is the third and final payment on the lease purchase agreement.

- The DPW requested funds for Sidewalk repairs and maintenance..

- This year's police cruiser Capital Plan included replacing our 2013 Ford Interceptor Utility. The plan is generated off of the premise that each vehicle is replaced when it has 100,000 miles on it. This has allowed us to decrease the amount of maintenance that is required to keep our fleet running as well as increasing motor efficiency thus reducing fuel costs. We are also in a phase where only one cruiser is replaced each year.

The Town voted the following Capital Plan at the May 1, 2018 Annual Town Meeting.

Dept.	Age	Nomenclature	Cost
Fire	1965	Pumper/Tanker 3rd payment	\$193,396
DPW	1993	Street/Sidewalk repairs	\$10,000
Police	2013	Ford Cruiser Interceptor	\$46,000
			\$249,396

Also at the Annual Town Meeting the town voted to transfer funds to the Capital Improvement Fund.

- Article 24 to transfer \$185,604 to the Capital Improvement Fund for the purpose of expenditure at the Fall Town Meeting.

At the Fall Town Meeting October 30, 2018, several articles were approved increasing the scope of the Capital Plan for FY 2019.

- Article 1 transfers from the Capital Improvement Fund the sum of \$88,555.00 to AWRSD for their Capital Improvement Plan. This was Ashburnham's share for the district wide improvements. The School District has implemented a Five Year Plan going forward.

- Article 2 transfers from Capital Improvement Fund the sum of \$140,132 for the following:

Dept.	Age	Nomenclature	Cost
Fire		SCBA Equipment 1 of 3 payments	\$71,500
DPW		Hot Box for Street Repairs	\$28,813
Police	2003	Volvo Loader 1 of 5 payments	\$39,999
			\$140,132

•Article 4 transfers from available funds the sum of \$5,800.00 to the Police dept for Gun Cleaning system.

Respectfully submitted,

James Piedrafite, Chair

Duncan Phyfe

Joseph Kalagher

John Mulhall

Bill Johnson

Heather Budrewicz, ex officio

TOWN

ACCOUNTANT

Annual Report

To the Honorable Board of Selectmen and Citizens of Ashburnham, we submit the 107th Annual report of The Town Accountant.

The Town accountant of Ashburnham is Baystate Municipal Accounting Group. On site staff works an average of 5 hours per week of and reports directly to the 3 member board of selectmen.

Those duties include but are not limited to the following:

- Process Bi-Weekly Warrants Payable
- Prepare monthly/quarterly reconciliations for; cash, receivables, tax title, and

foreclosures

- Support all departments with all accounting needs from furnishing account numbers, vendor numbers, to assisting with grant processing and trust fund expenditures
- Assist the Town Administrator with the Budget process
- Work with Assessors in setting Tax rate
- Work with Treasurer/Collector regarding Cash accounts, Payroll, and benefits
- Annual reporting to Department of Revenue includes submitting a Combined Balance Sheet, Schedule A and completing and Certifying the Tax Recap
- Maintain Fixed Asset schedule
- Assist Auditor Annual in preparation of our Annual Audit
- Work with other departments to ensure accuracy, efficiency and timely reporting in the years to come.

Sincerely,

Justin Cole - President

Baystate Municipal Accounting Group

Treasurer/Collector

Annual Report

TOWN OF ASHBURNHAM, MASSACHUSETTS

	June 30, 2017	Additions	Interest	Expended	June 30, 2018
STABILIZATION FUND	\$ 497,589.72	\$ -	\$ (6,077.73)	\$ -	\$ 491,511.99
CAPITAL IMPROVEMENT FUND	\$ 464,218.17	\$ -	\$ (5,670.13)	\$ -	\$ 458,548.04
CEMETERY GENERAL CARE FUNDS					
JACOB H FAIRBANKS	\$ 3,850.77	\$ -	\$ (47.06)	\$ -	\$ 3,803.71
IVERS ADAMS	\$ 7,087.86	\$ -	\$ (86.56)	\$ -	\$ 7,001.30
LEWIS MCINTIRE	\$ 5,945.69	\$ -	\$ (72.62)	\$ -	\$ 5,873.07
MCINTIRE	\$ 5,976.56	\$ -	\$ (73.00)	\$ -	\$ 5,903.56
JACOB H FAIRBANKS	\$ 4,306.65	\$ -	\$ (52.58)	\$ -	\$ 4,254.07
MCINTIRE	\$ 7,185.96	\$ -	\$ (87.75)	\$ -	\$ 7,098.21
NEEDHAM FLOWER FUND	\$ 695.45	\$ -	\$ (9.18)	\$ (88.76)	\$ 597.51
HOFFMAN FLAG POLE FUND	\$ 16,886.30	\$ -	\$ (206.26)	\$ -	\$ 16,680.04
TAYLOR FLOWER FUND 1986	\$ 294.60	\$ -	\$ (3.60)	\$ -	\$ 291.00
H. OLSEN FLOWER FUND	\$ 137.85	\$ -	\$ (1.68)	\$ -	\$ 136.17
T. NAUVONEN FLOWER FUND	\$ 137.85	\$ -	\$ (1.68)	\$ -	\$ 136.17
DORIS LEONA SMITH FLOWER FUND	\$ 1,013.03	\$ -	\$ (13.73)	\$ (175.00)	\$ 824.30
ASHBURNHAM GRANGE	\$ 5,780.61	\$ -	\$ (70.61)	\$ -	\$ 5,710.00
BOUTWELL FLOWER FUND	\$ 107.09	\$ -	\$ (1.32)	\$ -	\$ 105.77
TOTAL	\$ 59,406.27	\$ -	\$ (727.63)	\$ (263.76)	\$ 58,414.88
CEMETERY PERPETUAL CARE	\$ 288,361.31	\$ 800.00	\$ (3,515.95)	\$ -	\$ 285,645.36
CUSHING ACADEMY FUNDS	\$ 120,692.03	\$ -	\$ (1,474.18)	\$ -	\$ 119,217.85
SPECIAL FUNDS					
ADAMS IMPROVEMENT	\$ 2,081.68	\$ -	\$ (25.46)	\$ -	\$ 2,056.22
SCHOOL BOY STATUE	\$ 14,880.08	\$ -	\$ (181.76)	\$ -	\$ 14,698.32
SYLVIA GIBSON FUND	\$ 1,818.82	\$ -	\$ (22.21)	\$ -	\$ 1,796.61
ESTHER OLIVER FUND	\$ 20,349.22	\$ -	\$ (248.57)	\$ -	\$ 20,100.65
MARY ABBY PROCTOR FUND	\$ 11,829.76	\$ -	\$ (144.50)	\$ -	\$ 11,685.26
ADAMS VILLAGE IMPROVEMENT	\$ 3,129.76	\$ -	\$ (38.22)	\$ -	\$ 3,091.54

Treasurer - Trust Funds as of June 30, 2018

	June 30, 2017	Additions	Interest	Expended	June 30, 2018
SPECIAL FUNDS					
HOFFMAN 2015 AD FUND	\$ -	\$ -	\$ -	\$ -	\$ -
SPORTSMANS FUND	\$ 7,315.47	\$ -	\$ (89.35)	\$ -	\$ 7,226.12
FUEL ALLOCATION	\$ 3,072.58	\$ -	\$ (37.53)	\$ -	\$ 3,035.05
CONSERVATION LAND FUND	\$ 34,978.68	\$ -	\$ (432.61)	\$ (979.00)	\$ 33,567.07
WHITNEY SQUARE FUND	\$ 9,786.89	\$ -	\$ (119.53)	\$ -	\$ 9,667.36
ASHBURNHAM HOUSING AUTHORITY	\$ 9,319.60	\$ -	\$ (113.82)	\$ -	\$ 9,205.78
MERTON B LANE ATHLETIC FIELD	\$ 72.69	\$ -	\$ (0.90)	\$ -	\$ 71.79
G. ERICKSON MEM FIRE FUND	\$ 10,271.04	\$ -	\$ (142.32)	\$ (2,953.06)	\$ 7,175.66
BANDSTAND MAINTENANCE	\$ 2,070.46	\$ -	\$ (25.30)	\$ -	\$ 2,045.16
SWEENEY PLAYGROUND	\$ 1,359.65	\$ -	\$ (16.56)	\$ -	\$ 1,343.09
ASHBURNHAM ATHLETIC AREA	\$ 3,138.63	\$ -	\$ (38.36)	\$ -	\$ 3,100.27
ASHBURNHAM COMM PLAYGROUND	\$ 5,727.64	\$ -	\$ (69.98)	\$ -	\$ 5,657.66
STEVENS MEMORIAL LIBRARY	\$ 6,417.77	\$ 3,600.00	\$ (81.49)	\$ -	\$ 9,936.28
WHITTEMORE FUND	\$ 134,105.94	\$ 23,352.78	\$ (1,545.68)	\$ -	\$ 155,913.04
COUNCIL ON AGING FUND	\$ 2,407.67	\$ -	\$ (29.41)	\$ -	\$ 2,378.26
OPEB TRUST FUND	\$ 100,225.03	\$ -	\$ 5,391.48	\$ -	\$ 105,616.51
TOTAL	\$ 384,359.06	\$ 26,952.78	\$ 1,987.92	\$ (3,932.06)	\$ 409,367.70
TOTAL ALL FUNDS	\$ 1,814,626.56	\$ 27,752.78	\$ (15,477.70)	\$ (4,195.82)	\$ 1,822,705.82
MUNIC LIGHT DEPT DEPREC FUND	\$ 1,605,029.91	\$ 89,426.80	\$ (17,810.62)	\$ -	\$ 1,676,646.09
METER DEPOSIT FUND	\$ 94,713.89	\$ -	\$ (1,167.21)	\$ (3,300.00)	\$ 90,246.68
GRAND TOTAL	\$ 3,514,370.36	\$ 117,179.58	\$ (34,455.53)	\$ (7,495.82)	\$ 3,589,598.59

BOARD OF ASSESSORS

Annual Report

To the Citizens of Ashburnham:

The Board of Assessors is responsible for the valuation of real estate and personal property subject to taxation. The Registry of Motor Vehicles is responsible for motor vehicle valuations and supplies the data for excise bills. Assessed values for Real and Personal Property are based on “full and fair cash value” as of January 1st preceding each fiscal year. As always, if you have any questions regarding any assessing issues, please feel free to contact Sherri DiPasquale, Administrative Assessor, at 978-827-4100 x111 or by email at assessors@ashburnham-ma.gov. Office hours are Monday through Thursday 12:30 PM to 4:00 PM or by appointment. The board will meet at 5:00 PM on the second Monday of the month. Additional information is available on the town website at www.ashburnham-ma.gov.

**Respectfully submitted by the Board of
Assessors**

Walter Harrington, Chair

Donna Burton, Member

Christine LeBlanc, Member

Fiscal 2018 Assessments and Revenues by Major Property Class

Property Class	Levy Percent	Valuation by Class	Tax Rate	Tax Levy
Residential	94.9137	567,525,389	23.40	13,280,094.10
Open Space	-0-	-0-	23.40	-0-
Commercial	2.4030	14,368,685	23.40	336,227.23
Industrial	0.9133	5,460,800	23.40	127,782.72
Personal Property	1.7700	10,583,270	23.40	247,648.52
TOTALS	100.0000%	597,938,144	23.40	13,991,752.57

Valuation and Tax History

Fiscal Year	Tax Rate	Total Valuation	Accounts	Tax Levy	Change (%)
2018	23.40	597,938,144	4,003	13,991,752.57	.0612
2017	22.97	574,028,789	4,019	13,185,441.28	.0243
2016	22.75	565,846,177	4,022	12,873,000.53	.0246
2015	22.28	563,925,497	4,052	12,564,260.07	.1306
2014	19.83	560,427,319	4,045	11,113,273.74	.0293
2013	18.85	572,781,675	4,060	10,796,934.58	.0225
2012	18.34	575,771,428	4,087	10,559,647.99	.0147

Fiscal Year 2018 Abstract of Assessments

Property Class Code/Description	Accts	Class Valuation	Avg Value
012 – 043 Mixed Use Properties	9	3,070,320	341,147
101 Residential Single Family	2,437	513,589,154	210,747
102 Residential Condominiums	16	2,730,300	170,644
104 Residential Two Family	39	7,226,000	185,282
105 Residential Three Family	6	1,355,600	225,933
Miscellaneous Residential	40	8,515,200	212,880
111 – 125 Apartments	4	1,432,800	358,200
130 – 132, 106 Vacant Land	942	31,373,300	33,305
300 – 393 Commercial	42	10,336,000	246,095
400 – 442 Industrial	29	5,460,800	188,303
501 – 508 Personal Property	341	10,583,270	31,036
600 – 821 Chapter 61, 61A, 61B	98	2,265,400	23,116
TOTALS	4,003	597,938,144	

Assessor's Account for Exemptions and Abatements

Description	FY2018	FY2017	FY2016	FY2015	FY2014
Assessor's Overlay	-10,546.24	95,104.57	92,931.00	84,101.07	91,528.74
Overlay Deficits	130,304.88	17,676.08	8,332.86	10,129.00	-0-
Charges to 6/30/2018	105,650.81	90,005.34	101,263.86	94,230.07	91,528.74

New Growth Revenue

Fiscal Year	Added Valuation	Tax Rate	New Revenues	Change (%)
2018	6,270,084	23.40	144,023	.3319
2017	4,753,201	22.97	108,135	.2886
2016	3,766,440	22.75	83,916	-.4960
2015	8,395,572	22.28	166,485	1.9506
2014	2,993,326	19.83	56,424	.4388
2013	2,138,242	18.85	39,216	.9696
2012	1,160,968	18.34	19,911	-.8030

Staff

Harald Scheid, Regional Tax Assessor
Linda Couture, Regional Associate Assessor
Sherri DiPasquale, Administrator Assistant
Assessor

LAND USE CONSERVATION COMMISSION

Annual Report

To the Honorable Board of Selectmen and the residents of the Town of Ashburnham:

During the 2017 calendar year, the Ashburnham Conservation Commission (ACC) held sixteen (16) public meetings, reviewed approximately 43 applications, and worked with numerous potential applicants, lake associations, lands trusts and State agencies. Our steady workload included the processing of six (6) Determinations of Negligible Impact, five (5) Requests for Determinations of Applicability, eighteen (18) Notices of Intent/Orders of Conditions, three (3) Extended Order of Conditions, eleven (11) Certificates of Compliance and three (3) Enforcement Orders. The Commission and its Agent also reviewed twelve (12) Forest Cutting Plans and three (3) Aquatic Vegetation Management and four (4) Lake Drawdown programs.

In addition to administering the State's Wetlands Protection Act, the River's Act and the Ashburnham Wetlands Protection Bylaw, the Commission continued its role as land stewards at the Bush Hill property north of Tuckerman Road. This property is owned by the Town of Ashburnham, under the care and management of the

Commission. The paramount goals/objectives of these forest management services are to promote biodiversity, protect water quality, enhance wildlife habitat, and increase access for recreational purposes, among others. Commissioner Chris Picone also continued his ongoing efforts with respect to preparation of the annual Thoma Property Forest Monitoring Report, a requirement of the Forest Legacy Program for the Conservation Restriction held on that property.

What can only be categorized as a major milestone for the Commission and the Town was the approval by the MA Division of Conservation Services (DCS) of the Ashburnham Open Space & Recreation Plan 2014 Update. This OSRP 2014 Update has been over a decade in the making. During this period, members of the Commission, along with many Town residents and non-residents, alike, graciously volunteered their time and services in an effort to update the 2001 OSRP. In the summer of 2014 and with the ACC's 'blessing', Charlotte Levy, a MassLIFT/AmeriCorps Regional Conservation Coordinator under the leadership of Janet Morrison, former Executive Director of the North County Land Trust, 'took hold of the reins', compiling and organizing existing data/plans, updating information and redrafting text, where necessary, and arranging for the public information meeting held on 31 July 2014.

Subsequently, based on comments received from the DCS on the initial draft of the OSRP 2014 Update, the document was supplemented as requested by the DCS and re-submitted for review/approval. By letter dated 7 August 2017, the DCS issued its approval of the OSRP 2014 Update. As such, the Town now may seek State grants for a variety of projects relative to the acquisition of conservation and parkland, as well as for park renovation and development. The next OSRP Update is scheduled for 2022. Volunteers to assist in this effort, albeit years ahead, are encouraged to contact the Commission!

Throughout the years and in addition to those noted above, indispensable input and guidance to the OSRP 2104 Update also were provided by Gary Howland, President of the Ashburnham Conservation Trust (ACT), as well as Lorraine De Souza of ACT and exPressive Print and Promotion. With limited assistance, all of these dedicated individuals and contributors worked diligently to make the OSRP 2014 Update a reality!

As before, the enforcement of State/Municipal wetlands regulations continues to be a difficult task due to time management and only part-time staffing. Regardless, the Commission continues to enforce observed violations, such as illegal dock construction, land clearing and the alteration of wetland resource areas. Such actions especially are a concern from a wetland conservation/protection perspective. Consequently,

when considering site development, disturbance or even the cutting of trees near a wetland, lake or stream, property owners are encouraged to contact the Conservation Office to determine the need for prior Commission approval.

The Conservation Commission meets on the 2nd and 4th Tuesday of the month. To meet or speak with the Commission, please contact Conservation Agent Richard Turcotte in the Land Use Office (Town Hall/ Lower Level) on Tuesdays and Thursdays at 978-827-4100 extension 4, option 2.

Respectfully submitted by the Conservation Commission,

Marshall Dennis, Chairman

Chris Picone

Linda Couture

Andrew Henderson

Richard Turcotte, Conservation Agent

PLANNING BOARD

Annual Report

To the Honorable Board of Selectmen:

The Ashburnham Planning Board consists of five (5) elected members and one (1) appointed associate member (currently vacant). The Board has the responsibility of reviewing proposed development projects (residential subdivisions, business/

commercial and industrial site plans, Common Driveway Special Permits, Open Space Residential Developments, Accessory Dwelling Unit Special Permits and Scenic Road Permits) and makes decisions on them in accordance with state/local bylaws & regulations. The Zoning Bylaw also allows the Board to review major residential developments to preserve the natural and cultural resources of Ashburnham by insuring the larger-scale of conversion of land to residential use does not consume all of the Town's woodlands, fields, farmlands, historic structures and landscapes, cart paths, stonewalls, geologic formations, water courses, wetlands, riparian zones, groundwater recharge areas, hilltops, scenic vistas, and other significant open spaces as well as providing a public voice and public authority in consideration of alternative approaches to conventional residential developments.

The Planning Board's official powers and responsibilities are provided through the Ashburnham Subdivision Regulations, Zoning Bylaws and as prescribed under the authority of the Subdivision Control Law enacted under Chapter 41, Section 81A-81GG of the Massachusetts General Laws. These rules and regulations have been enacted for the purpose of protecting the safety, convenience and welfare of the inhabitants of Ashburnham by regulating the laying out and construction of ways in subdivisions and providing access to lots therein.

The Board would also like to take this opportunity to thank the Land Use Administrator Heather Ruziak and Land Use Clerk Donna Burton for all the hard work that goes on behind the scenes. Heather and Donna are the the first people that the public interacts with as our Board is part time and only meets at night Heather and Donna are the face of the Board during Town Hall business hours.

Following the 2018 Annual Town election, Jerilyn Losordo was elected to the board for a 5 year term. The five-member board reorganized and Roger Hoyt was elected to the position of Chairman, Richard Wright was elected to serve as Vice-Chairman, and Jerilyn Losordo was elected to serve as Clerk to the Board. The Planning Board regularly met on the 2nd and 4th Thursday evenings at 6:30 p.m. in the Town Hall. Beginning in February of 2019, the Board will meet regularly on the 2nd and 4th Wednesday evenings.

The Board continues to monitor previously approved Lakeview Estates and Bray Avenue subdivisions and Lakeside Village condominiums during the construction process. During 2018, work continued at the Lakeside Village condominiums. The Board is pleased to announce that the Cashman Hill Estates project was completed and Hemlock Road was accepted as a town road at the Fall Town Meeting. Work is continuing at the Lakeside Village project and is expected to be completed in the coming year.

The Board approved multiple ANR plans during the year. No new Preliminary or Definitive Subdivisions were submitted to the Board during 2018. No applications for Site Plan Review were submitted to the Board during 2018.

The Board drafted a new by-law to regulate the time, manner, and place of recreational marijuana facilities in Ashburnham following release of regulations promulgated by the Cannabis Control Commission. A public hearing was held for public input in October and the by-law was passed at the Fall Town Meeting. Acceptance and approval by the Attorney General is anticipated in early 2019 with the effective date of the regulations being the date of the town meeting. The Board of Selectmen will be the Special Permit Granting Authority and the Planning Board will perform Site Plan Review.

During the coming year the Board will continue with revision of the signage regulations with the assistance of the Ashburnham Economic Development and updating the Surface Water Protection requirements to reflect revised Department of Environmental Protection regulations. Work on updating sections of the town’s Master Plan will continue with the assistance of the Montachusett Regional Planning Commission (MRPC).

The Board was informed by George Cornwall that he would not be seeking re-election at the completion of his term. George started

his tenure with the Board in 2014 while also serving on many other town commissions. The Board would like to thank George for all his hard work while working with the Board on behalf of the Town. The Board is seeking a replacement for the open position that will be created when George’s term expires. Past Planning Board member William “Skip” Nolan was nominated and approved to serve as the Board’s Associate member.

The Planning Board continues to have a great deal of information on the Town’s new website it can be viewed at www.ashburnham-ma.gov . We welcome your comments on the website. The Board also conducts Open Discussion at the start of each meeting, those having questions and concerns about the planning process in the town are encouraged to attend.

Respectfully submitted,
Roger Hoyt, Chairman
Richard Wright, Vice Chairman
Jerilyn Losordo, Clerk
Joseph Kalagher
George Cornwall
William Nolan, Associate Member

SEALER OF WEIGHTS & MEASURES *Annual Report*

To the Honorable Board of Selectmen, Town Administrator and Citizens of Ashburnham, as the Sealer of Weights & Measures, I submit the following activity report for the fiscal year beginning July 1, 2017 to June 30, 2018.

Scales	11 Inspected 11 Sealed
Fuel Pumps	15 Inspected 15 Sealed
Fuel Oil Trucks	8 Inspected 8 Sealed
Scanners	1 Verified
Salary	3,065.00
Total Fees Collected	1,050.00

Also, I attended the annual conference of the Massachusetts Weights & Measures Association held in Marlboro, Massachusetts in September. This conference included training and briefings on regulations and procedures. Additionally, I am a member of the National Conference of Weights &

Measures, from which I receive technical manuals and training materials to maintain my certification.

Special thanks to the Town Hall staff for their assistance during the year.

Respectfully submitted:
Steven E. Slocum
Sealer of Weights & Measures

BUILDING COMMISSIONER

Annual Report

The Town of Ashburnham Inspections Department strives to achieve excellence in all facets of building inspection through providing timely, efficient and thorough Inspections. We are committed to providing quality service to all citizens through innovation, continuous improvement, determination and excellence in customer service. We believe that through education and cooperation, we can build positive working relationships within the building community, consumers and citizens alike. This year we would like to thank Richard

Reynolds for his years of service and diligent efforts to create an efficient & effective Building Department. We also welcome Richard Travers who will become Ashburnham's Building Commissioner in 2019.

Respectfully submitted,
Richard Travers
Building Commissioner
Zoning Enforcement Officer

ELECTRICAL INSPECTOR

Annual Report

To the Honorable Board of Selectmen and Residents of the Town of Ashburnham:

As Inspector of Wires I submit the following report of activity for the year ending December 31, 2018.

Electrical Permits	179	\$18,455.00
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It is required that prior to the performance of any electrical work, an Electrical Permit must be obtained as required by Law and must be performed by a licensed and qualified electrician. An electrical permit will be issued only if a licensed electrician is performing the work. The State Workers Compensation form needs to be submitted with the electrical permit along with a

<u>Purpose of Building Permits</u>	<u>No. of Permits</u>	<u>Fee</u>	<u>Estimated Value</u>
New 1 & 2 Family Dwellings	12	\$26,317.00	\$2,354,000.00
Additions/Alterations/Accessory Buildings	145	\$42,655.00	\$1,623,758.00
Commercial, Industrial, Municipal	24	\$38,786.75	\$3,354,322.00
Solar	1	\$160.00	
Swimming Pools	6	\$350.00	na
Stove Permits	18	\$900.00	na
Demolition	4	\$320.00	na
Total	210	\$109,488.75	\$7,332,080.00

<u>Fees Collected 2018</u>			
Building Permits	210	\$109,488.75	
Safety Permits	15	\$3,660.00	
Electrical Permits	179	\$18,455.00	
Plumbing & Gas Permits	124	\$12,705.00	
Total	528	\$144,308.75	

Certificate of Liability Insurance.

The Electrical Inspectors job is to ensure that the State Electrical Code is strictly, yet fairly, enforced in order that electrical systems work may be completed and operating safely in a timely manner through:

- Customer service at initial contact and throughout the process that is responsive and helpful, whether for a construction project or complaint resolution
- Plan and application review for Electrical Code compliance
- Issuance of Electrical Permits
- Thorough professional completion of all field inspections
- Inspection for Occupancy Permits

Permits are available at the Town Hall Land Use Office during regular business hours and also available on-line at www.ashburnham-ma.gov.

I would like to thank Heather Ruziak for her service as the Land Use Administrator and Donna Burton, Land Use Clerk. I would also like to thank the Assistant Inspectors, Joseph Olivari, Loring Barrett and Harry Paraviainen, as well as the cooperation of all the other town departments.

Respectfully Submitted,
Richard Cannavino
Electrical Inspector

PLUMBING & GAS INSPECTOR *Annual Report*

Plumbing & Gas Permits	124	\$12,705.00
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To the Honorable Board of Selectmen and the Citizens of the Town of Ashburnham:

The following report of the Inspector of Plumbing and Gas is submitted for your approval for the year ending December 31, 2018.

The law requires that a plumbing and/or gas permit be obtained prior to any work being performed. Plumbing and/or gas should be done by a duly licensed and qualified plumber. The State Workers Compensation form needs to be submitted with the plumbing/gas permit along with a Certificate of Liability Insurance.

Plumbing and gas fitting installations are controlled through enforcement of the Commonwealth of Massachusetts State Uniform Plumbing & Gas Codes. The Plumbing & Gas Inspector issues permits for installation of gas piping and appliances, plumbing, and conducts pre-sewer installation inspections. Inspections are conducted as necessary to ensure compliance with State Codes, and final inspections are conducted for the purpose of issuance of a certificate of occupancy.

The plumbing/gas inspectors main objective is

to ensure that the State Plumbing and Fuel Gas Codes are strictly, yet fairly, enforced in order that plumbing and fuel gas systems work may be completed and operating safely in a timely manner through:

- Customer service at initial contact and throughout the process that is responsive and helpful, whether for a construction project or complaint resolution
- Plan and application review for Plumbing and Fuel Gas Codes compliance
- Issuance of Plumbing and Gas Permits
- Thorough professional completion of all field inspections
- Inspection for Occupancy Permits
- Maintenance of accurate and complete records

Permits are available during regular business hours at the Town Hall Land Use Office and also available on line at www.ashburnham-ma.gov.

I would like to thank Heather Ruziak for her service as the Town's Land Use Administrator as well as Jim Imprescia & Dave Baldini, the Assistant Plumbing Inspector, for their assistance throughout the year. I would also like to welcome Richard Travers as the new Building Commissioner and thank Richard Reynolds for his years of service and guidance, we wish him well on his retirement, he will be greatly missed.

Respectfully Submitted
Wayne Little
Plumbing/Gas Inspector

ZONING BOARD OF APPEALS

Annual Report

Appeal No.	Applicant/ Address	Hearing Date	Decision Date	Relief Sought	Action
18-01	Randy Horne 12 Sunset Isle Drive	1/3/18	1/3/18	Seeks a variance to build a detached garage on a non-conforming lot (front setback).	Variance granted with Conditions: 25' to side lot line 20' to front lot line Structure to be 52x30 with carports Mean grade not to exceed 35'
18-02	ASL Property Service, LLC 3 Main Street			Seeks a variance for 3.24(i) to operate a construction/excavating company.	Application Withdrawn
18-03	Vincent Dovyaitis 41 Kelton Road			Seeks a special permit to operate a Bed & Breakfast.	Application Withdrawn
18-04	Eugene Duncan Stowell Road			Seeks SP/Variance to separate parcel to allow a lot with only an accessory (barn) (Section 5.1).	Application Withdrawn
18-05	Ryan McGuane (Naukeag Associates) 49-59 Main Street	5/21/18 10/10/18	10/10/18	Seeks special permit (3.22(p)) to change office space on second floor into apartments.	Special permit granted with conditions: SP good for 1 year & to be reviewed on or before 10/10/19. Two designated parking spaces required.
18-06	Paul Houle 74 Lakeshore Drive	5/21/18	5/21/18	Seeks a special permit to replace existing single family with larger footprint.	Special Permit granted per plans submitted
18-07	Adam Perry 64 Stowell Road	5/21/18 6/4/18 6/11/18	6/11/18	Seeks special permit/variance (1.40 & 4.2), to renovate existing home with a larger footprint & height.	Withdrew variance for height Special permit granted for single family home per plans submitted.
18-08	Robyn Inmiss 3 Oak Ave.	7/11/18 7/30/18	7/30/18	Seeks special permit, 3.24(r) to open a Duggie Daycare / Boarding Facility.	Special permit Not granted
18-09	Sandra Loomis 32 Bluefield Road	8/15/18 (amended) 10/3/18 (amended) 11/26/18		Seeks special permit / variance (4.2) for a 20' front set back.	Withdrew application
18-10	Ann Robert White (Carol Cormier) 2 Finchburg Road	9/19/18	9/19/18	Appeal of enforcement officers decision on (3.24(i) & 3.25(g)) for property located on 3 Main Street.	The board set a October 31st deadline for compliance. Under Appeal
18-11	Tuan Dao Indrah Jurica 420 Ashby Road	8/22/18	8/22/18	Seeks a special permit (1.33 & 4.2), to build new single family home on an abandoned foundation.	Special permit granted with conditions: Rear 16' deep x 24' Sides 25' to lot line Front 20' Mean grade not to exceed 35' Must comply with BOH & ConCom
18-12	Jones Sign Global Montello Group 6 Gardner Road	9/12/18	9/12/18	Seeks a variance (5.2 & 5.23) to exceed maximum wall signs per establishment. To have 'Car Wash' sign.	Finding that No Zoning Action Required per Section 7-1 Ch. 40A.
18-13	Keith Paquet 8 Highland Ave.	10/10/18	10/10/18	Seeks special permit (3.22(d)) to have a 2 family home	Special permit granted
18-14	William Doiron 37 Spruce Ave	1/8/19		Appeal of zoning officers letter dated 10/23/18.	Finding to uphold zoning officer's letter.

Respectfully Submitted by ZBA Board;

*David Perry,
Terry Girouard,
Rich Archer,
Mark Carlisle,
Heather Carlisle,
Ken Mullen,
Cheryl Anderson*

TECHNOLOGY DEPARTMENT

Annual Report

To the Honorable Board of Selectmen and Residents of Ashburnham, I am honored to submit the 1st annual Technology Department report for the Town of Ashburnham.

In 2017 the Town of Ashburnham partnered with Suzor IT to provide outsourced Information Technology Services to the town. As many of us know, technology is the life blood of any organization in the 21st century. The team at Suzor IT is excited to work with Ashburnham to advance and improve municipal functions by integrating technology in a meaningful way for town departments.

We spent most of our time in 2017 working with Town Departments to develop a strong vision of where the town should be in the next 5 years. In the next 5 years, the Town will be focused on implementing a fiber optic internet connection to reduce downtime, cloud hosted applications to improve mobility and reliability, and implementing modern workspaces to improve efficiency.

The Suzor IT team is excited to become a community partner in the Town of Ashburnham and we look forward to continued work with Town Departments.

Respectfully submitted,
Adam Suzor
President
Suzor IT

PUBLIC SAFETY

Police Department Annual Report



To the Honorable Board of Selectmen and Residents of Ashburnham:

It gives me great pleasure to submit the 2018 Annual Report for the Ashburnham Police Department.

The Ashburnham Police Department continues to collectively strive to provide the best service possible to the residents of Ashburnham. Our profession has seen many changes in the previous year(s) that has required additional training and policy and procedure changes. The signing of a new crime bill in Massachusetts in 2018, restorative justice programs, juvenile law changes and the continued issues dealing with the legalization of marijuana; all of which have created challenges to police

agencies, especially smaller agencies like ours. We need to keep our personnel trained and up to date on these on-going issues and changes. Providing adequate police training in Massachusetts has always been a financial challenge. This year, after more than 20 years of trying to find a dedicated funding stream to address police training, a bill was passed and signed by the Governor to add \$2.00 to the cost of each rental vehicle in the state. This bill is expected to raise approximately 9 million dollars each year that will go directly to municipal police training. This better than doubles the amount of training funds provided for municipal police training in previous years.

For the second year, we have seen little to no change in criminal activity in Ashburnham. Although, we have seen a slight increase in violent crimes here and nationwide. Unfortunately, Ashburnham had its first murder in many years this past June. The investigation into this heinous crime was a joint effort involving the Ashburnham Police, Massachusetts State Police and New Hampshire State Police. An arrest was made and the suspect is awaiting trial.

Mental Health issues continue to be one of the main issues that law enforcement deals with throughout the country, as well as here in Massachusetts. Officers and Dispatchers in Ashburnham have receive regular specialized training in addressing and dealing with these issues. Much more needs to be done in preparing our public safety employees to deal with these situations.

Public Safety Personnel:

In 2018, we accepted the resignation of part-time officer, Tyler Boudreau, I would like to thank him for his service to the Town and wish him well. Part-Time Public Safety Dispatcher Max Rameau was appointed as a part-time police officer. Max has worked in our communications center for many years and will be a fine addition to our part-time ranks. Our FY18 operating budget included adding one additional full-time officer. In April, after a thorough hiring process, Brian Rosengren was appointed as a full-time police officer. Officer Rosengren was a Templeton police officer for many years and is a great addition to our department. I would like to congratulate both officers on their appointments and welcome them to our department.



Officer Brian Rosengren is congratulated by Chief Barrett after being sworn in.

Training:

Training continues and always will be a priority within the department. All officers are required to attend mandatory yearly training programs and various specialized

training programs.

Ashburnham will continue to train its police officers at a level that exceeds the state standards. We will do this by utilizing our own certified trainers, web based training and sharing training resources with other area departments to keep the cost as low as possible.

Some of the yearly training programs attended are:

1. CPR/First Responder Certification
2. Automatic Defibrillator Training and Certification
3. NARCAN Certification
4. Firearms Training and Certification
5. Firearms Instructor Certification
6. Tactical Training
7. Taser Training & Certification
8. Narcotics Investigations
9. Breathalyzer Certification
10. Child Safety Restraints
11. Sexual Assault & Rape Investigation
12. Administrative Training
13. Pepper Spray/ Baton Certification
14. Defensive Tactics
15. A.L.I.C.E. – Active Shooter Certification
16. Various Juvenile Training
17. Safe School Summit
18. Emergency Vehicle Operations
19. Mental Health
20. Supervisor/Administrative Training

Community Policing:

The police department continues to maintain a Web site at www.ashburnhampd.org and

we are active on Facebook and Twitter. All of these sites are maintained to provide a positive and effective communication tool between the police department and the public. On numerous occasions social media has been used to seek the public's help in identifying suspect's that have committed crimes in Ashburnham.

Officer Nick Dalton is certified as a child safety car seat technician. Officer Dalton will be holding periodic weekend child safety seat programs throughout the year or if time is of the essence please contact Officers Dalton at the police department to schedule an appointment to install your child seat. Too many child car seats are installed improperly and directly result in infant and child injuries that could have been avoided.

The Chief waved the “no beard policy” in November so officers could participate in the ‘No Shave November” campaign. Participating officers were required to donate \$100 to the program, which is operated by Home Base and all proceeds go to help our Veterans. Officers were proud to participate and we raised over \$1000 dollars.



Officer who participated in NO Shave November

The Town has again contracted with

Emergency Communications Network (NEC) or also known as Code Red. This system allows the town to contact those who choose to sign up for the program via home telephone, cell phone, text or e-mail with important emergency and non-emergency information. I urge you to go to <http://cne.coderedweb.com> and sign up or you can go to www.ashburnham-us.gov and click on Code Red to sign up. Your information remains private and will only be used for this purpose.



The police department accepts unused/expired RX medication and syringes for safe and proper disposal. Both bins are clearly marked and are located in the lobby of the PSB designated for this purpose, the RX medications and syringes can be dropped off at any time.



School Safety:

2018 marks our SRO program's 4th year as we continue to serve our kids and schools assigned to a community-based policing program actively working in a collaborative effort with the AWRSD school district. Functioning under the triad SRO concept as law enforcement officers, educators and informal counselors we work to establish and maintain safe avenues to protect our kids by "bridging the gap" through relationship building. A proactive philosophy that education and prevention are the best tools to protect our kids and keep our schools safe and secure.



Officers Rosengren and Bourgeois addressed the scouts about the law enforcement profession.



Chief Barrett and Officers Boucher and Smith attended the Special Olympics event at Cushing Academy.

Important trainings SRO's attended this year are:

NASRO SRO certification – Nationally Certified School Resource Officer training standard for work with kids in the schools.

L.E.A.Ps Program: Positive decision making, character building and personal empowerment through connection-oriented and mindfulness curriculum has helped inform our daily approach.

Our School Safety Awareness and Proactive Prevention are implemented through our district-wide ALICE Training, See Something/Say Something, Identifying Suspicious Behavior, and School Safety Drills. Our yearly safety drills are integrated at Overlook and Oakmont that include scenarios that challenge staff and student's critical thinking skills to be able to get to safety in the case of a critical incident or active shooter event. This year we

are focused on implementation at the elementary schools during the 18/19 school year. Starting with staff training, we are moving forward with parent education and classroom dialogue as we prepare carefully messaged age-appropriate elementary student training this year.

Each year our training, daily interactions and program offerings expand through our awareness of the challenges our students are facing daily; Understanding how trauma, developmental issues, stress/anxiety and mental health links with behaviors. We



Officer Boucher with a future Ashburnham Police Officer on Halloween night.

stay connected through an approachable daily presence in hallways and in-class discussions and share those learnings with students, staff and parents with topics like personal safety, drugs and internet/devices. Our educational programs are designed to keep kids on a path of good decision making to keep students safe. Parent workshops are designed to educate and create constructive dialogue in the home. We also participate in

school events like High Five Fridays, Walk to School, Bullying and Suicide Prevention to help continue to build relationships with students at all age levels. With significant changes to Massachusetts Juvenile Law this year, a lot of focus has included discussions on: Trauma, Mental Health, Mass Question 2 Marijuana Laws and Massachusetts Juvenile Law Reforms.

In addition, two personal safety programs we are excited offer across all age groups now include:

RAD (Rape Aggression Defense) A risk awareness and self-defense class for women: It is offered at Oakmont and Overlook running 2-3 classes per year in the district for female students and staff as in-school and after-school programs.

This year we piloted a fall class at Briggs and are preparing to offer RADKIDS (Resisting Aggression Defensively) to elementary aged kids starting this spring. RADKIDS is a much broader personal safety class for elementary-aged kids – girls and boys RADKIDS mission: “Since 2001 RADKIDS® 501c3, has become the National Leader in Children’s Safety Education. Empowering children and parents with a revolutionary skill-based curriculum, that strengthens children personal boundaries and parental confidence. Replacing fear with knowledge, skill, and power, by enhancing a child’s critical thinking abilities and physical resistance skills, our programs provide the opportunity for children to recognize, avoid,

resist, and if necessary, escape violence or harm while remaining joyful and safer in our world today.” Classes are scheduled be offered in the spring of 2019.

As we continue to build on the success of the SRO program in our school district, we would like to thank the members of the school administration, teachers and support staff, students and parents for their continued support and efforts in making our schools safe.

In my almost 32 years in law enforcement with 20 plus of those years as a police chief, I can say with the utmost certainty that this program has been the most rewarding that I have been involved in. What our SRO’s have done in a very short time has been so positive for the school staff members, our students, parents, the police departments and the community as a whole. This program is only successful because of the time and effort everyone in the school district, the police departments and the community has put into it. I would like to commend my two officers John Boucher and Quinn Smith as well as our partners from the Westminster PD for making this program so successful.

Detective Report

The hiring of an additional full-time officer this year has allowed our detective to primarily focus on investigative responsibilities. Many of the types of crimes that we see today in our communities such as sexual assaults, narcotics violations,

cyber-crime and identity theft, require specialized training and numerous man hours and in previous years had to be split with patrol time.

The detective will continue to work closely with other communities and task forces as we know criminals often travel from community to community commit crimes.



Conrad and Sgt. Gushlaw attending Yarmouth's Officer Sean Gannon's funeral service

Traffic:

The Ashburnham Police Department continues to target aggressive drivers, seatbelt violations and impaired drivers.

The Ashburnham Police Department is committed to making our streets safe for all vehicles that travel within our community and the people that walk our streets. In 2018, we see a consistent enforcement level from last year and a continued reduction in traffic accidents.

VEHICLE VIOLATION BREAKDOWN

2018	2017	2016	
Total Traffic Stops	1,935	1,929	1,202

Arrests as a result of stop	2018	2017	2016
	13	12	5

Criminal Complaints	2018	2017	2016
	45	40	50

Civil Fines Issued	2018	2017	2016
	300	336	281

Written Warnings	2018	2017	2016
	767	686	267

Verbal Warnings	2018	2017	2016
	810	907	603

Vehicle Accidents	2018	2017	2016
	98	102	115

Criminal Case Activity Statistics

2018	2017	2016
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Total Offenses Committed:	321	357	370
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Total Felonies:	60	98	77
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Total Crime Related Incidents:	108	141	136
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Total Arrests (On View):	18	39	42
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Total Arrests (Based on Incident/Warrants):	20	27	24
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Total Summons Arrests:

100	65	74
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Total Arrests:

138	109	118
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Total Juvenile Arrests:

3	3	7
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Total Juveniles Referred (Arrests):

3	3	7
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In closing, I would like to thank the other town departments, committees, school district and public officials for their continued support and dedication. Most importantly, I would like to thank the men and women who work with me. Without their endless dedication and support, my job would be impossible. I would also like to thank the citizens of Ashburnham for their continued support and you can be assured that the Ashburnham Police Department will continue to improve its services to make Ashburnham a better and safer place to live and raise your children. Thank You and God Bless America!

Respectfully Submitted,

Loring Barrett Jr.

Chief of Police



POLICE DEPARTMENT PERSONNEL

POLICE DEPARTMENT PERSONNEL

Loring Barrett Jr. *Chief of Police*

Kristen Mathieu *Administrative Assistant*

Chris Conrad *Lieutenant*

Wade Wright..... *Sergeant*

Gregg Gushlaw..... *Sergeant*

Rob Siano..... *Detective*

Nicolas Dalton..... *Patrolman*

Les Holgerson *Patrolman*

Kevin Kaddy *Patrolman*

John Boucher *Patrolman*

Jason Bourgeois..... *Patrolman*

Quinn Smith *Patrolman*

Brian Rosengren..... *Patrolman*

Robert Gariepy..... *Part-Time Patrolman*

Thomas Chabot..... *Part-Time Patrolman*

Bob Jaillet *Part-Time Patrolman*

Alex Scipione..... *Part-Time Patrolman*

Mark Lafferty..... *Part-Time Patrolman*

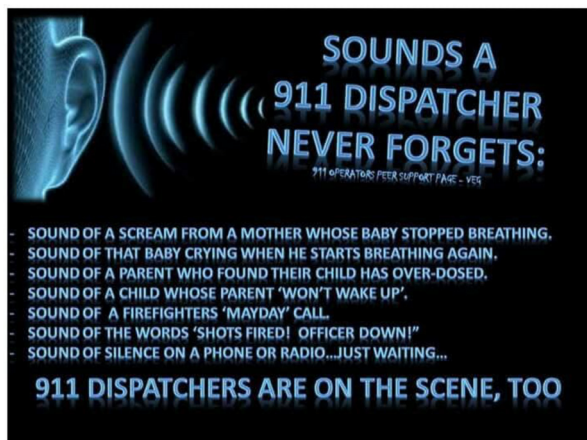
Max Rameau..... *Part-Time Patrolman*

EMERGENCY DISPATCH CENTER

Annual Report

To The Honorable Board of Selectmen and Residents of Ashburnham:

The Ashburnham Emergency Dispatch Center is responsible for taking all incoming emergency and non-emergency calls for Police and Fire services and walk-ins. Dispatchers are a vital part of the service that we provide to you as public safety departments. Dispatchers are required to ascertain information during some very difficult and stressful situations and relay that information to the appropriate responding emergency personnel. We are fortunate to have such dedicated trained personnel working for us.



On December 14, 2018, Text-to-9-1-1 was deployed across the Commonwealth. This

is one of the most exciting changes for accessibility to emergency services in more than 20 years. When a citizen sends a text message to 9-1-1, it will be routed to an emergency call center based on the location information provided by the carrier. For this reason, when a citizen sends a Text-to-9-1-1, they should make every effort to text the town name, address or location that they are located in.

What is Text-to-9-1-1? - Text-to-9-1-1 is the ability to send a text message to reach 9-1-1 emergency call takers from your mobile device.

How Do I Reach Text-to-9-1-1? - When using a texting app on a device, type the numbers “911” into the “To” or “Recipient” field.

What Information Should I Give Text-to-9-1-1? - You should make every effort to text the following:

- What is happening (nature of the incident);
- Location including the address/location and town name;
- Any additional details about the location you can provide such as landmarks, cross streets, nearby business names, apartment number, floor, room or suite numbers, or any details that may be helpful in locating you.

When Should I Use Text-to-9-1-1? - Texting should only be used during an emergency when you are unable to make a voice call to 9-1-1. Making a voice call is the most efficient way to get access to emergency

services. Text-to-9-1-1 will be useful for citizens who are deaf, hard of hearing, or speech impaired. Text-to-9-1-1 eliminates the need to use ancillary Teletypewriter (TTY) equipment, or third party services to access 9-1-1.

What Happens Next? - The 9-1-1 professional in the emergency call center will ask you many questions, will assist in sending first responders to the location you identify, and may provide instructions on things for you to do.

Why Didn't My Text Go Through? - Messages sent to Text-to-9-1-1 may not be received. If you attempt to send a Text-to-9-1-1 where the service is not available, wireless carriers provide an automatic “bounce-back” message. Bounce-back messages are intended to minimize the risk that you mistakenly believe that your text was sent and received by an emergency call center. As part of the bounce-back message, you will be advised to contact emergency services by another means.

Text-to-9-1-1 is currently available throughout the Commonwealth. However, across the country, Text-to-9-1-1 may only be in certain locations. Whenever possible, you should always make a voice call to 9-1-1 during an emergency.

In 2018, the dispatch center received 17,765 calls for service, plus E-9-1-1 calls. This represents a decrease in calls from 2017.

The communications department received two grants in 2018, a training grant for \$10,000.00 and an incentive grant for \$30,890.00, both from the State E-911 Department. These grants are primarily used to help offset the operations of the communications by way of training and overtime coverage.

All Emergency 911 dispatch centers in Massachusetts are required to meet strict training standards and to have in place a quality assurance program. The Ashburnham Communication Center exceeds those minimum requirements and continues to look at ways to improve our services.

We continue to make improvements/updates in emergency call software and equipment in the communication's center to keep our center up to date to properly handle all types of emergency and non-emergency calls.



Dispatch Personnel

In late 2018, we welcomed on two new part-time dispatchers Ryan Kriedler and Shawna Tankersley. Both Ryan and Shawna have completed or are in the process of completing the training program for a 911 emergency dispatcher.

In closing, I would like to thank all the emergency dispatchers for what they do behind the scene; you are the lifeline for the residents of Ashburnham and all its public safety personnel. It is often a thankless position that often does not receive the credit it deserves.

Thank you and keep up the good work!

Respectfully Submitted,
Loring Barrett Jr.
Chief of Police

EMERGENCY DISPATCH PERSONNEL

Susan Brennan	Head Dispatcher
Christine Pierce	Full-Time Dispatcher
Stephanie Williams	Full-Time Dispatcher
Donald Girard	Full-Time Dispatcher
Max Rameau	Part-Time Dispatcher
David Bryce	Part-Time Dispatcher
Anthony Webb	Part-Time Dispatcher
Ryan Kriedler	Part-Time Dispatcher
Shawna Tankersley	Part-Time Dispatcher

ANIMAL CONTROL *Annual Report*

To the Honorable Board of Selectmen and Residents of Ashburnham:

The town of Ashburnham, Westminster and Hubbardston have entered into a regional agreement with City of Gardner, to provide animal control and animal inspector services to both communities. This agreement allows our communities to have the most efficient animal control coverage and response, at a cost much lower than if we provided our own ACO services.

The police department and animal control officer(s) work in partnership to address violation and investigations of various complaints. Again this year much effort has been made to notify residents of the importance and requirement to license their dog(s). After several notifications, strict enforcement was taken and will continue to be taken to assure that all dogs are properly vaccinated and licensed in Ashburnham.

Web Site: www.gardneranimal.org

Approximate number of dogs licensed:

Ashburnham:

Year 2017: 1,267

Year 2018: 1,219

The owner or keeper of any dog shall license such animal. The licensing period is from April 1 to March 31st, with new licenses available on March 1st. The following fee structure applies for 2019:

Males	\$16.00
Males (Neutered)	\$11.00
Females	\$16.00
Females (Spayed)	\$11.00

Dog Kennel Licenses:

4 Dogs	\$40.00
5-10 Dogs	\$50.00
11-15 Dogs	\$75.00
16+ Dogs	\$100.00

For dog licenses that are not renewed by June 1st, the above fee schedule will be increased by \$10.00. The owner or keeper may also be subject to a fine between \$25.00 and \$75.00 for not having a dog properly licensed.

You may obtain a dog license from the Ashburnham Town Clerk's Office by furnishing a certification of rabies vaccination and paying the license fees. No tag will be issued unless there is proof that a licensed veterinarian has vaccinated the dog against rabies.

By-Law (approved at STM 10/29/2013)

Dangerous dog, a dog that either; (i) without justification, attacks a person or domestic animal causing physical injury or death; or

(ii) behaves in a manner that a reasonable person would believe poses an unjustified imminent threat of physical injury or death to a person or to a domestic or owned animal.

Nuisance dog, a dog that; (i) by excessive barking or other disturbance is a source of annoyance to a sick person residing in the vicinity; or (ii) by excessive barking, causing damage or other interference, a reasonable person would find such behavior disruptive to one's quiet and peaceful enjoyment; or (iii); barking, whining or howling in an excessive, continuous or untimely fashion, (more than 10 minutes in any hour overnight between the hours of 10:00 p.m. and 7:00 a.m. or for more than 15 minutes



in any hour during the day between 7:01 a.m. and 9:59 p.m.; or (iv) has threatened or attacked livestock, a domestic animal or a person, including threatening or attacking passersby or passing vehicles including bicycles but such threat or attack was not a grossly disproportionate reaction under all the circumstances; (v) trespassing on school

grounds or other public or private property or damaging public or private property.

Leash Law

Chapter XVI Section 3 of the Town's By-Laws require that no owner or keeper of a dog shall permit such dog, whether licensed or unlicensed, to run at large within the Town of Ashburnham, except that a dog may, for the purpose of sporting events, (such as hunting, field trials or training purposes) or for agricultural assistance, or while working a canine guard of mercantile, commercial or industrial establishment, be exempt from the restraining order during such period of time as the dog is actually engaged in the event, sport, agriculture function, or guard work. Dogs may be taken from the owner's premises provided that such dogs are on a leash.

This By-Law will be enforced for the safety of your dog as well as the safety and quality of life our residents have grown to enjoy. Violating the leash law can result in a fine of \$25.00 to \$75.00 and/or an appearance in Winchendon District Court

Emergency and After Hour Calls

Animal Control responds to calls after hours for emergencies only. It is an emergency if a domestic, farm, or wild animal is threatening the life or safety of a human. If an animal is injured and the owner can be located, then the care of the animal is the owner's responsibility. To report emergencies during or after hours please call the Ashburnham Police Department at 978-827-4413 or 911.

For non-emergencies the ACO can be reached or a message can be left at (978) 630-4950.

MASS HUMANE SOCIETY- (781)335-1300
ANIMAL RESCUE LEAGUE OF WORCESTER
– (508)853-0030
MSPCA – (617)522-7400
MASS ENVIRONMENTAL POLICE- 1-800-
632-8075
MASS DIVISION OF FISHERIES AND
WILDLIFE – (508)389-6300

Why Is It Important to Spay or Neuter Your Pet

The answer is simple. Every year there are about 30 million puppies and kittens born in the United States. Unfortunately, 4 to 6 million of those adoptable animals are euthanized every year because no one will give them a good home. Many unwanted animals suffer terribly without shelter, good food, and worst of all -- a loving human companion. Nationwide, animal shelters report that they take in over 10 MILLION animals every year -- far more than they can possibly adopt out to good owners.

Did you know that a single, un-spayed female cat, her mate and all their offspring can produce, on average, over 1.5 MILLION kittens in as little as 9 years? The good news is that pet overpopulation is a problem that YOU can do something about if you want to end this tragedy. Talk to your vet about spaying and neutering your pet. Prevent a litter and be a part of the solution to the

problem.



Spaying and Neutering is Good for Your Pet

It is a fact that spayed and neutered pets live longer, healthier lives. In fact, spaying and neutering can eliminate or reduce the incidence of a number of health problems that can be difficult to treat once they occur. Such health problems include uterine or ovarian cancer, animal breast cancer, testicular cancer, and prostate disease. Spaying a female eliminates its heat cycle and thereby reduces nervous behavior in the female.

It is very common for the pet to become a more affectionate companion following spaying or neutering. Bad behavior (such

as biting, fighting, or running away) and temperament problems are less likely to occur.

Pet Population Control is a Community Responsibility, communities spend millions of tax dollars every year to control unwanted animals. Animal control officers commonly have to deal with irresponsible breeding, which contributes to the problem of dog bites and attacks on people and other animals. Stray pets get into trash containers, defecate in public areas or on private lawns, and frighten or anger people who have no understanding of their misery or needs. Some stray animals also scare away or kill birds and wildlife. A responsible community teaches children the true meaning of responsible pet ownership and love by making sure that all dog and cat pets are sterilized to prevent the birth of more homeless animals.

There is one more thing that you can do as a concerned citizen in your community: adopt a homeless pet. Adoptable pets at your local animal shelter make the best companions you can ever imagine and will likely bring much joy to your life.

When Should a Pet Be Spayed or Neutered?

Pets can become capable of reproduction as early as 6 months of age. That is why pets should be spayed or neutered by age 6 months. Sterilization can safely be done before that age, as endorsed by the American Veterinary Medical Association. The chief veterinarian of the Humane Society of the

United States recommends 4 months as ideal. Older pets can safely be sterilized as well. It should be emphasized that animal sterilization is a routine procedure and does not cause the pet pain or stress. Most pets recover from the procedure within a day.

For more information about spaying and neutering pets you can visit the Human Society of the U.S. at: <http://www.hsus.org>.

*Respectfully Submitted,
Loring Barrett Jr.
Chief of Police*

FIRE DEPARTMENT *Annual Report*

Staffing:

The Ashburnham Fire Department provides fire, advanced life support emergency medical, and rescue service. This is accomplished with both career and part-time, on-call, personnel. One firefighter / paramedic is always on duty and additional personnel cover late at night and on the weekends to assure a rapid response, but a majority of our personnel respond from home or work when there is an incident. Monday through Friday during business hours the administrative personnel are also in the office and available to assist the public with general business and emergency response as needed.

In 2018 we welcomed to the department Richard Bennett as a full time Paramedic / Firefighter and Casey Poirier as a part time Administrative Assistant / EMT.

We also built our call ranks with the addition of Alex Ciccone, Alex Edme, Travis Gray, Dylan Newton, Ammie Thraillkill, Chris Dauphinais, and Josh Urato. We also brought on board several per diem Firefighter / Paramedics to help fill open shifts. These include Mark Vitale, Thomas Edwards, and Matthew Chipman.

Emergency Incidents:

2018 was a busy year for the Ashburnham Fire Department with a total of 771 calls for service:

Fires and Alarms – 210

Service Calls – 111

Medical Calls and Rescues – 450



Inspection / Permit Services:

In addition to emergency calls, your fire department also conducted fire and life safety inspections that are required by the Massachusetts Fire Prevention Codes. In 2018, we provided for 373 permits and inspections. These include burn permits,

smoke and CO detector inspections, inspections of oil burners and propane tanks, inspections of licensed alcohol sales locations, and inspections of commercial buildings.

Community Involvement:

It is important to us, as a department, to be a part of our community and this year we participated in many of the various community events including Downtown Days, Halloween, Memorial Day, Veterans Day and the annual Christmas Tree Lighting, to mention just a few. Once again, we were able to work with the state on the SAFE and Senior SAFE grants, allowing us to interact with the school-aged and retirement populations in our community. This includes assisting with the installation of smoke detectors and education for some of our most at risk community members.





Training:

Training is another focus for us here at the fire department and we have increased the number of trainings to reflect the fact that we are “Always Ready to Protect and Serve”. This has included classroom, hands on, and live fire training which were completed in 2018.

Notable Training Accomplishments for 2018:

- Firefighter / EMT Alex Ciccone, Firefighter Brian Johnson, Firefighter Elliot Cleveland, and Firefighter / EMT Dylan Newton all graduated the Massachusetts Firefighting Academy receiving their Firefighter 1, Firefighter 2, and Hazardous Materials Operations certifications.
- Mark Boucher received his certification as an Advanced EMT, and Alex Ciccone, Alex Edme, and Ammie Thrailkill completed their Basic EMT.
- Deputy Chief Plant completed his associate degree in 2018 and also completed the Massachusetts Fire Academy Fire Officer 3 (Chief Officer) Certification.



Other notable events for 2018:

The Ashburnham Fire Department was the recipient of several grants this year that amounted to approximately \$121,540 and helped provide us with necessary equipment and training.

These included:

- Donation of a Lucas CPR device from the Community Foundation of North Central Massachusetts.

- An Automated Defibrillator from the McLean Hospital Group
- A Volunteer Fire Assistance grant from the Department of Conservation and Recreation to purchase 5 sets of personal protective equipment for brush fires.
- Two grants from the Emergency Preparedness Grant Program that provided 3 tablet computers and a vehicle mounted computer modem.
- A grant from the Staffing for Adequate Fire and Emergency Response program for \$90,200 that provides for initial EMT training, stipend payments for our personnel attending the Massachusetts Fire Academy, as well as funding to send our best responders to a national level fire conference.
- We also received funding from the Gordon Erickson Fund and from private donations to help us in purchasing a powered ambulance cot that will prevent injuries from lifting.
- The Explorers, a program for 14 to 18 year-old youths interested in emergency services, had another great year and we are seeking additional young people who are interested in working in this career field that are in this age range.
- The call membership continues to grow, and we are hoping to reach nominal staffing in the near future. If you know of someone interested in serving their community and participating in the fire department please refer them to us. We are always looking for new call members.

We would like to thank the Town Administrator, the Board of Selectmen, other Town Departments and Boards, and the citizens of Ashburnham for the dedication and support that the Ashburnham Fire Department has received.

Respectfully Submitted,
James Cleveland– *Fire Chief*
Officers and Members of the Ashburnham
Fire Department

PUBLIC WORKS

Annual Report

To the Honorable Board of Selectmen and the Citizens of Ashburnham:

Ashburnham's DPW Complex is located at 17 Central Street. You can easily reach us by calling 978-827-4120. Office hours are 7:00 a.m. to 3:00 p.m. Monday through Friday. Please be prepared to provide your name, address and phone number so we can contact you with an answer to your request.

The Ashburnham Department of Public Works provides a myriad of professional services to the public. We maintain the town highway, grounds, cemeteries, municipal buildings and engineering

divisions. In addition we support all other municipal departments to perform their responsibilities.

Our staff has accumulated a wealth of experience and knowledge over many decades of service to our town. Multiple staff members have commercial drivers' licenses, are hazardous waste site-certified, construction supervisors or have many other specialized talents and/or licenses. Continuous training of staff members in safety, professional education and cross-training in multiple operations strengthen our ability to serve you. We appreciate the support that the community gives us – and will continue to provide you with services that help to make the Town of Ashburnham a great place to live, work and visit.

It is our goal to provide you with the highest quality service within our resources and capabilities. The department is committed to providing a professional staff that is responsible to the needs of the entire town. For the occasional downed tree limb, snow removal or natural disasters – DPW staff members are many times the first to respond in the event of emergencies and are on-call 24 hours a day, 365 days a year.

The DPW received \$411,940 from Chapter 90 for paving. The DPW used these funds to mill, pave and line stripe Ashby Road and Rindge Turnpike. Funds were also used to start engineering Rte. 101 South reconstruction from the intersection of Corey Hill Road/Williams Road west to the

Ashburnham/Gardner town line.

The DPW staff maintains over 80 miles of public roads and 20 miles of private ways throughout the town. The DPW also maintains the Public Safety building, Town Hall and the Library to ensure the public's safety. The DPW continues to assist other various committees, departments, and groups with their endeavors. This includes but is not limited to:

- Working with Cushing's "Tony Fisher Day"
- Holiday Tree lighting in front of Town Hall
- Walk To School Day
- Working with Economic Development

The DPW can receive comments and concerns on our website to help better serve the public. It can be found at <http://www.ashburnhamdpw.com/>

We strive to cooperate and coordinate with all Town departments, committees, and individual citizens to provide the most effective accomplishment of community goals and objectives. If you have any questions and/or comments, please let us know by calling the DPW office at 978-827-4120.

Respectfully submitted,
Stephen Nims
DPW Superintendent

WATER & SEWER

Annual Town Report 2018

To the Honorable Board of Selectmen and Citizens of Ashburnham:

Your Water & Sewer Commissioners are pleased to submit the following report for the year ending 2018.

The Town of Ashburnham's Water & Sewer Department maintains and monitors the water distribution for our Town. Our mission is to provide the citizens and businesses of our town with a safe and dependable supply of drinking water and a quality wastewater plan. The Board of Commissioners of the Water & Sewer Department is committed to ensuring the quality of drinking water and the quality of treated wastewater in the Town of Ashburnham.

The Water & Sewer Department currently services a little over 1,100 customers, which are billed on a quarterly basis with rates based on consumption and are adjusted annually. We currently service 53 miles of waterlines and 25 miles of sewer lines throughout the Town.

The Water Department through the AWJWA authorized upgrades in 2017 to the PLC Scada system and pumps at the Water Treatment Plant which are pending funding approval.

The Sewer Department continued to maintain the Puffer Street and Westminster Street Pump Stations.

Respectfully submitted,

*Valorie Daigle, Chairman
Dave Berger, Member
George Cornwall, Member
Leo Collette, Member
Charlie Packard, Member
Stephen Nims, Superintendent*

MUNICIPAL GROUNDS DEPARTMENT

*Town of Ashburnham
Municipal Grounds Department
Burials 2018*

Date of Burial		Name
April	10	<i>Clyde Bennett</i>
	18	<i>Lawrence Farrell</i>
	27	<i>Rita Dancause</i>
May	4	<i>Francis Pierce</i>
	5	<i>Ken Harding</i>
	22	<i>Ricky Crichton</i>
	23	<i>Richard Wilson</i>
	24	<i>Shirley Munroe</i>
June	26	<i>Margaret Baker</i>
August	24	<i>Elaine Gaspard</i>

September	21	<i>Walter Donahue</i>
	29	<i>Bertha Landry</i>
November	8	<i>Nancy Balaschak</i>
	9	<i>Raymond Marsaw</i>
	14	<i>Helen Kirby Tim Gould</i>

ASHBURNHAM MUNICIPAL LIGHT PLANT

Annual Report

To the Honorable Board of Selectmen and Citizens of Ashburnham, I submit the 109th Annual Report of the Ashburnham Municipal Light Plant (AMLPL).

The Municipal Light Plant Commission consists of three members elected by the voters of Ashburnham for three year terms that alternate annually. The General Manager serves at the pleasure of the Commissioners and provides direction and control to the AMLP under M.G.L. Chapter 164. The AMLP meets in public session monthly at the Municipal Light Plant, 24 Williams Road. Meeting notices are posted on the Town's website and on amlp.org. We welcome any resident served by the AMLP to attend public session and be informed.

Commissioners	Position	Term ends
Richard Ahlin	Chairman	April 2020
Mark Carlisle	Vice Chairman	April 2019
Stephen Hogan	Clerk	April 2021

In this the 110th year of the Ashburnham Municipal Light Plant and speaking on behalf of the employees and Commissioners, we remain proud to be Ashburnham's electric utility, providing low rates, the distribution of reliable electric power and professional and friendly customer service; all hallmarks of our existence.

Power Supply

We live in a world where the value of having electricity on demand is often not given a second thought. The supply of the AMLP's electricity is decided three years in advance in a financial push/pull of supply and demand. Known as the Forward Capacity Auction, this is where the expected demand meets available generating capacity in New England. Each year at that time, the cost of capacity per kilowatt (kW) month is recorded for three years in the future.

As reported last year, 2018 saw the highest costs ever recorded for capacity. At \$9.55 per kW month, financial pressure to raise rates is at an all-time high. Fortunately, capacity costs have peaked for the unforeseeable future and lower capacity costs are expected each of the next three years eventually dropping to \$4.63 per kW month in the year 2021.

The amount paid to deliver electricity to the AMLP is still on the rise, expected to increase

to \$10.75 per kW month in 2021. Certainly, the AMLP continues to seek opportunities to keep rates stable. Short of generating our own power, the only way to reduce the transmission component of power supply is to reduce the monthly peaks associated with the delivery of power into the Town of Ashburnham. Our new battery storage project will help do just that beginning in 2019.

Energy, the third component of power supply, continues to see wide ranging swings in cost during extreme temperatures and emergent situations of scarcity. To mitigate the effects of this, the AMLP hedges power supply contracts several years in advance, thereby controlling the energy needed to be purchased on the open market at any given time.

Personnel Highlights

2018 saw the mid-year retirement of Jane Dancause, the AMLP's Bookkeeper. Jane began her employment at the AMLP in 1987 as a part-time clerk and within months was promoted to Bookkeeper. For 31 years, any customer who walked through the door was greeted with a quick hello, a story and Jane's infectious laugh. Jane will be missed by all at the AMLP. We wish Jane well in her retirement years and hope she spends it watching her beloved Red Sox.

Before Jane left, she began training Jennifer Barbaro, the AMLP's Staff Accountant. Jen also has a quick smile and an affinity for the AMLP's customers. We anticipate Jen taking

the position to the next level and Jen has been making strides doing just that.

Hard work pays off and after four years of Apprenticeship at the Northeast Public Power Association's School, Jordan Gendron graduated to 1st Class Lineman. The AMLP looks forward to many years of Jordan's contributions to the AMLP's Line Department. Congratulations!

Company Highlights

During the summer of 2018, the AMLP's Linemen began replacing its electric meters with the manufacturer's next generation meter. While the functionality of the meter is enhanced, it is effectively the same meter with additional software. The manufacturer had stopped supporting the older meters and, remote communications for virtually all the meters was no longer possible. This capital project to replace over 3,000 meters was completed in late October. The new meters can now be read at the AMLP's office on Williams Rd.

Complete with a \$600,000 grant from the Massachusetts Clean Energy Center (MassCEC), the AMLP began surveying the land on Turnpike Road for the installation of battery storage equipment. The 3 megawatt/5 megawatt-hour project was completed the end of December and several charge/discharge cycles have been performed as of this writing. The AMLP will use the equipment to reduce its monthly transmission and annual capacity peak(s) to better control transmission and capacity

costs. Since the battery storage system can also store additional generation, I expect the town-wide solar moratorium to be lifted in the first half of 2019, allowing for approximately 500 kw of solar related generation.

The life expectancy of the equipment is 15 years. With the grant from the MassCEC the project cost is \$3.1 million. The battery storage equipment will undoubtedly change the usual and customary way power is purchased for the Town of Ashburnham.

Ashburnham Municipal Light Plant Contributions

The Ashburnham Municipal Light Department continues its annual contribution to the overall financial health and general well-being of the Town. Based upon the total number of kilowatts sold, a donation of \$69,275 will be given to the Town. Additionally, the contribution of labor and goodwill in 2018 was comprised of: sponsorship of Community Day, assistance with the processing of the census and quarterly water bills, reduced cost for municipal power, temporary power for town events, traffic signal maintenance, roadside tractor brush cutting, quarterly change-out of the post-light banners and installation of seasonal lighting on the Town Hall common in advance of Santa's arrival to kick-off the month of December. A big thank you to the Fire Department who also helped in this endeavor.

During 2018, the AMLP gave the town an additional \$6,282 in Solar Renewable Energy Credits (SREC's) for the solar array installed at the Public Safety Building (PSB) in 2011. The array has also reduced the amount of power the town paid for the PSB electrical consumption by approximately \$1,771.

Kilowatt Hour Peaks

The Ashburnham Municipal Light Plant provides power to 2,993 Ashburnham customers and 76 fringe customers in the municipalities of Westminster, Winchendon, Gardner, Fitchburg and Ashby; a total of 3,069 meters. The peak electrical consumption for the year was 7,459 kilowatts on Monday January 1st at 6:00 P.M.

Rate Classification

The Ashburnham Municipal Light Plant has several rate classifications from which we provide service and derive income. These classifications are: Residential, Commercial-General, Industrial, and Municipal. The following charts will indicate how each rate class contributed to the total consumption of electricity and revenue for the years 2016 - 2018. Year over year, we have seen the effect of energy efficient products and energy conservation measures deployed in Ashburnham. The evidence of this reduction is captured below in the kilowatt hour sales and revenue from the sale of electricity for the years 2016 and 2017. Conversely, 2018 saw an uptick in kilowatt hours in all but the Commercial class. The increase in kWh sales in the residential sector was due to growth in home sales and expansions.

A total of 19 new meters were added; 14 for residential customers. The increase in Municipal sales is not necessarily related to an increase in kWh, rather it now includes all the municipal buildings, providing a more accurate representation of the kWh values.

Tree Trimming Program

Throughout 2018, the AMLP continued a cycle of tree trimming that began the year before. With all the three-phase trimming complete, late in the year the tree contractor began on the single phase, more remote areas of the town, in and around each of our beautiful lakes. Commonly known as 'line clearance', tree trimming is an ongoing program with the core objective of protecting the distribution infrastructure and continuing the AMLP's reliable service to its customers. One need only remember the devastation caused by the 2008 ice storm to understand how vital it is to keep the lines clear of tree interference. Visually, what seems clear on a day without snow or ice quickly becomes a tunnel with barely enough height for a vehicle on a wintry day. As such, the work will continue into 2020 and likely will repeat on a three-year cycle.

Pole Replacement

Annually, as in years past, the AMLP continues to replace poles when they have reached their end of life. Pole replacement is an on-going process of renewing the AMLP's distribution infrastructure. In 2018, 31 poles were replaced. Most were on Jewell Hill Rd. and Dean Hill Rd. Motor vehicle accidents

resulted in an additional eight poles being replaced.

New Services to Homes

The AMLP saw an addition of 19 new customers in 2018. Conversely, we had 25 properties where power to the property had been shut off for an extended period due to non-payment. This figure is down from 34 properties in 2017.

Kilowatt Hour Sales*

Rate Classification	2018 kilowatt hours	2017 kilowatt hours	2016 kilowatt hours
Residential Sales	22,769,818	21,061,170	21,083,862
Commercial Sales	1,239,367	1,356,807	1,401,169
Industrial Sales	9,782,879	9,708,818	11,054,198
Municipal Sales	595,747	151,510	175,931
Total Sales	34,387,811	32,278,305	33,715,160

Revenue from the Sale of Electricity*

Rate Classification	2018 Revenue	2017 Revenue	2016 Revenue
Residential Sales	\$ 3,639,086	\$ 3,375,071	\$ 3,343,415
Commercial Sales	\$ 204,001	\$ 226,737	\$ 235,428
Industrial Sales	\$ 1,339,910	\$ 1,343,197	\$ 1,492,914
Municipal Sales	\$ 84,797	\$ 25,431	\$ 28,147
Total Sales*	\$5,267,794	\$ 4,970,436	\$ 5,099,904

*Does not include 2018 streetlight sales

*Due to kW demand some municipal customers may fall into the industrial rate

Utility Cost Comparisons

2018 Residential Bill Comparison of MA electric utility providers				
Electric Utility	250 kWh	500 kWh	750 kWh	1,000 kWh
Ashburnham Municipal Light Plant	39.18	73.85	108.53	143.20
Western Mass Electric*	60.68	114.36	168.04	221.72
National Grid*	60.17	114.84	169.50	224.17
Fitchburg Gas & Electric (Unitil)*	67.86	128.72	189.57	250.43

*2018 summer rate schedule

A quick review of the utility cost comparison table above provides a stark difference of just how affordable the AMLP's residential rates are when compared to other area investor owned utilities which happen to be all over 50% higher, in each kWh category. This is yet another significant benefit of having a customer owned, locally governed, non-profit electric utility.

Everything we do is with you in mind.

Respectfully submitted,

Kevin Sullivan, General Manager

Ashburnham Municipal Light Plant
Commissioners

Richard Ahlin

Mark Carlisle

Stephen Hogan

EDUCATION ASHBURNHAM- WESTMINSTER REGIONAL SCHOOL DISTRICT *Annual Report*

Office of the Superintendent of Schools
Report of the Superintendent Year Ending
December 31, 2018

It is a pleasure to present to you our Annual Report 2018 for the Ashburnham-Westminster Regional School District. Our goal is to offer our students the very best learning experiences that we are able. We are very grateful for the support that both communities have extended and as Superintendent of Schools, I want to thank all of our parents and community members

for their perseverance during a number of challenging financial and personnel changes this past year. As a school district, we are at the leading edge of “change” to inform classroom teaching and student learning, which also has a local and state impact on the economic development of our communities; our schools are and continue to be the “gem of Central Massachusetts!” There has been much change in our school district in the past 4 years and my goal was to create a whole system of excellence, K-12, rather than pockets of excellent schools. My goals since my introduction to all in 2015 through collaboration and distributed leadership was to reduce learning disparities, raise expectations, and hold all accountable to measureable goals that drive student achievement now and into the future. My goal as your district leader is to use yearly qualitative and quantitative data as metrics as we embarked on the process to inform our journey. We are still on that journey and learning never ends.

The completion of our second year of our five-year strategic plan, along with a revised mission statement and vision statement for the school district, occurred on June 30, 2018. This work, although arduous, has been informative and challenging. We identified 3 major areas in 2015 to focus our future efforts on and we call those our “BIG ROCKS.” They are as follows:

- I. Information, Media, & Technology
- II. Excellence and Innovation in Teaching & Learning The 5 C's: Critical Thinking,

Communication, Collaboration, Creativity, and Curriculum

III. Readiness to Wellness...

(Social Emotional Learning, Service Learning, Global Awareness, & Life/Communication Skills)

The central focus of this work is on the instructional core: the interaction of teachers (instructional practices) and students in the presence of content (curriculum). The interactions between the three produce high levels of learning. The purpose of developing a strategic and systemic continuous improvement plan is to relentlessly focus on and support the instructional core.

On August 14, 2018, the 13 members of the Administrative Cabinet of the Ashburnham-Westminster Regional School District, under the direction of Superintendent Dr. Gary Mazzola, attended a leadership team retreat to complete their second assessment of the school district in relation to the implementation of year one of the Ash-West Continuous Strategic Learning Plan. The plan was finalized and implemented during the 2016-2017 school year. The plan was focused on the three priority strategy areas believed by the leadership team to provide the greatest advantage for improved student performance, our ultimate goal. Each strategy area includes a theory of action, strategic objectives, and strategic initiatives connected to persons responsible, a timeline, resources, and intended outcomes over a five-year period.

Ash-West 2021 Strategies, Theories of Action, Objectives
Year Two

Excellence and Innovation in Teaching and Learning Theory of Action:

If we set clear, high expectations for student learning, provide uniform curricula, instructional materials and lesson plans; and hold schools accountable for implementation, then students will be well prepared to be contributing citizens in an ever-changing world.

Strategic Objectives:

#1: Integrate STEAM initiatives into the current curriculum.

#2: Increase the capacity of teachers to deliver high quality instruction, which challenges and engages all learners.

#3: Support the use of data to improve student learning.

Information, Media, and Technology

Theory of Action:

If we provide current and appropriate technology infrastructure, professional development, and instructional programs, then our students and staff will be able to navigate a rapidly changing, information rich, media-driven environment in a responsible, ethical, and safe manner.

Strategic Objectives:

#1: Keep technology infrastructure, software, and equipment current.

#2: Create embedded technology professional development opportunities for staff.

#3: Develop an instructional program to

address social media safety and the ethical use of technology.

Readiness to Wellness

Theory of Action:

If the Ashburnham-Westminster Regional School District develops and implements consistent readiness and wellness processes to address social/emotional, mental health, behavioral, and academic preparedness in a safe environment, then students will be available for learning thereby improving student performance.

Strategic Objectives:

#1: Develop and articulate consistent tiered systems of academic, social, emotional and behavioral support throughout the district.

#3: Provide a safe, supportive, and nurturing setting for all learners.

Tools:

In addition to a status review of each strategy area using the information outlined in Ash-West 2021 for year 2, the tools identified to assess how the District is making progress on the strategies are outlined in Ash-West 2021. These include Continuous Improvement Continuum Rubrics (CICs) from Dr. Victoria Bernhardt's work on Using Data to Improve Student Learning and Resource Allocation and Budgeting Rubrics developed at the Center for Education Policy Research at Harvard University. The rubrics provide an authentic means for measuring organizational improvement and growth. This is the second year the tools have been used by the Administrative Cabinet.

Process:

The evaluation process is two-pronged. Prior to the leadership team retreat, the members of each strategy team met to identify the status of each initiative identified for reach objective in year 2 of the plan. During the retreat, the members of each strategy group shared their collective assessment of progress with the entire administrative team and then used this information during their strategy work sessions to revise years 3-5 of the plan accordingly.

In addition, each member of the Administrative Cabinet reviewed the continuum rubrics, the results of the year 1 evaluation, and the 2018 next steps identified at the summer 2018 retreat. They individually rated where he/she believed the District is based on status in year 2. The individual results were collected and aggregated for use during the retreat sessions. During the retreat, leadership team members engaged in an interactive process to review the aggregated data, came to consensus on the collective results for each continuum, and identified next steps to assist with the continuous improvement planning process associated with the review and revision of Ash-West 2021.

Format:

The format of the evaluation includes the rubric for each area of review, the baseline data results that identifies the current status of the district on each rubric, and next steps identified by members of the leadership team to move the District

forward on each continuum.

The complete plan and rubrics are included on our district website, www.awrsd.org, and can be downloaded and printed for further observation and analysis. The data gathered from this exercise is currently being used to develop our district cabinet leadership meetings, as well as our curriculum, instruction, and assessment meetings, seminars, and workshops. This data is continually presented to the School Committee during the monthly Superintendent Report at the school committee meetings, as well as periodic updates from the Director of Curriculum, Instruction, and Assessment.

As you read the highlights of each our 5 school sites, please note that there are collective efforts of each administrative and teaching team working to bring the very best experiences to the students of this regional school district. I continue to be hopeful that we can sustain and improve our collaborative mind. We continue to grow academically as a district. Our enrollment has just recently begun to increase, and new challenges will be remedied with the recent legislative promise to begin implementation of the Foundation Budget Review Commission's recommendations. Completed in 2017 by the State Auditor, these recommendations will increase state funding to school districts across the state in a variety of categories, while slow to happen; steady will always win the race!

In closing:

Lastly, it has been my hope that our students' futures will be transformed, as they become life-long learners and contributing citizens in a society that so needs innovation and an infusion of integrity and compassion.

On January 27, 2019, I informed the school committee that I would be retiring as Superintendent of Schools of the Ashburnham-Westminster Regional School District, effective June 30, 2019. I have come to this decision after considerable thought and reflection. It is not easy to leave a job that I have enjoyed and loved so very much, for I have been honored to lead this district for the past 4 years.

When I was hired in 2015, I was told by a School Committee member that I am needed to come in and "run" the district. There were many, many challenges at the time. I am most proud of the way the school committee, administrative cabinet, and staff collectively worked collaboratively to develop the finest district strategic plan, mission, and vision in the area based on my entry plan data. Then Commissioner Chester, at a Fitchburg State University Town Hall Meeting in Winter, 2017, highlighted and complemented this plan, AshWest 2021: A Continuous, Strategic Learning Plan. The Plan "realized" the funding for the "prioritized budget" with an almost 1 million-dollar override from both towns along with supporting the course of action for the next 5 years with the birth of the support group, Supporting Our Children's Schools (SOCS). A highlight

of the plan was the hiring of two Digital Learning Coaches who provide teachers and students with 21st Century Learning skills and tools. We also completed a 4.3. million dollar Trane energy performance contract (new roof, boilers, lighting, HVAC, and energy wrap) at Overlook and Oakmont that resulted in net savings to pay the yearly bond, and with a small surplus and DOER Grant; finalization and closure of legal challenges involving Chapter 32B Retiree Health Care Law; successful collective bargaining agreements across the district with a number of negotiated inflationary control measures; proactive and working capital planning committees that have met together and have worked to fund initiatives for the last several years after many years without funding; development of a Sped Stabilization and OPEB Account; technology and safety upgrades; a realigned MA Teacher Evaluation System; new data team and professional development committee; redesigned mentor program; implemented an active and outstanding United Way Youth Venture Programming; recommended a control system on School Choice, thus resulting in a full complement of classes for an 8-block schedule at the high school and outstanding class sizes across the district, K-12. We have also kept athletic and music user fees the same, as well as planned and achieved funding goals to resurface the track and refurbish the athletic turf field. These projects are scheduled to be completed by September 2019. My sincere thanks and admiration to the Director of Finance & Business Operations, who has

worked tirelessly and diligently with me to make these wishes become a reality, as well as our Director(s) of Curriculum, Instruction, & Assessment and Technology & Communications, respectfully, who have helped me to accomplish my vision for the district. I also thank my Central Office Staff, Administrative Cabinet, and those staff who do their best for our students, your children, every day.

In closing, I thank all of you for your belief in me and your commitment to public education. Many thanks to so many of you in the community who have worked tirelessly on behalf of the students and who have engaged me in thoughtful debate. My thanks to the communities of Ashburnham and Westminster for the opportunity to serve as your superintendent and my best wishes for your schools and for your students.

Respectfully submitted,

Dr. Gary F. Mazzola

Superintendent of Schools

Ashburnham-Westminster Regional School District

~~~SUPERINTENDENT/BUSINESS OFFICE and WEBSITE~~~

The Superintendent / Business Office is located at Oakmont Regional High School between the cafeteria and new gym. Our address is 11 Oakmont Drive, Ashburnham, MA 01430. We are open Mon-Fri from 8AM-4PM. You can reach us at 978-827-1434 or fax us at 978-827-5969.

You can view the Ashburnham-Westminster Regional School District's website at www.awrsd.org for updated information of the schools, budget information and events. General information can be e-mailed to info@awrsd.org.

~~~SCHOOL COMMITTEE MEETINGS~~~

The Ashburnham-Westminster Regional School Committee holds its regular business meetings Tuesdays at 7:00 PM at Overlook Middle School Library. You can view meeting dates, the agenda, past minutes and meeting locations on our webpage at www.awrsd.org.

~~~HOURS OF SCHOOL SESSIONS~~~

Meetinghouse School	8:30 AM – 2:55 PM
Westminster Elementary	8:30 AM – 2:55 PM
John R. Briggs Elementary	8:30 AM – 2:55 PM
Overlook Middle School	7:35 AM – 1:50 PM
Oakmont Regional High	7:30 AM – 1:55 PM

No School, delays or early dismissal notices will be broadcast over radio stations WEIM 1280 AM, WBZ 1030 AM, WRKO 680 AM, WTAG 580 AM, WSRS 96.1 FM, 94.9 FM, WPKZ 105.3 FM, CBS Ch. 4 TV, WCVB Ch. 5 TV, Ch. 7 TV, Ch. 10 TV, Fox 25, Ch. 56 and NECN.

Safeguard the health and welfare of your child by keeping him/her at home when, in your judgment as a parent, conditions warrant.

Oakmont High School

Annual Report

Oakmont Regional High School is a public high school with a strong core academic program, as well as excellent elective opportunities in art, music, tech engineering, foreign language, health and fitness and business. We are dedicated to serve the needs of all of our students, to prepare them for whatever they choose to do after graduation. We have a tremendously dedicated and professional faculty and staff. Our students and parents are committed to success and have made academic growth a priority. Our community is supportive. The school's Core Values are Communication, Self-Direction, Problem Solving, Responsibility, and Respect. The students also chose Four Pillars: Creativity, Motivation, Determination and Pride, which support the mission of our school on the foundation of our Core Values.

Tanya LeBlanc moved from her paraprofessional position to a teaching position in the Special Education Department replacing June Lantry who retired in June and Oakmont alumnus, Alex Thibeault replaced Dave Lantry upon his retirement in November in the Technology Engineering Department. Alex Dewhurst was hired to fill a vacancy in the English Department.

We also welcomed the following paraprofessionals in our special education department, Beth Wojnas, who transferred from Overlook and Paul Giacobbe. Colby

Contois joined our custodial staff.

A number of our faculty members were recognized at the national, state and local level for excellence in education. Alana Arcangelo, a Science teacher, traveled to the Baja Peninsula in Mexico to do science research with Ecology Project International as a Teacher Fellow. Mark Nevard was recognized for excellence in teaching writing by the publishers of the Marble Collection. Dan Dufour was honored as the MASC Adviser of the Year for his work with our Student Council. Britany Smeltekop, James Mellekas, Nate Galleota and SRO John Boucher were recipients of local RISE Awards for their work with special needs students. In addition, Kris Demoura was the recipient of the Oakmont Faculty's Excellence in Education Award.

Once again, our students did very well on the 2018 MCAS; 99% Passed English Language Arts, 96% Passed Math, and 97% Passed Biology. We are above the state average in all of these areas for percentage of students who scored Advanced or Proficient. The Advanced/Proficient State Average in ELA is 91%, we are at 95%; in Math the State average is 78%, we are at 87%; and in Science the State average is 74%, we are at 84%.

The state has expectations for continued growth; however, the better a school performs the more difficult it is to meet those expectations. We will continue to perform item analysis of the three MCAS exams to determine the areas in which our students

need to improve. Our analysis showed improvement in Biology and Math, and we stayed the same in ELA. All members of the senior class who are eligible for a diploma have passed the requirement.

Even though our test results are above state averages, we are always looking for ways to improve instruction. Oakmont teachers joined the other teachers in the school district updating our curriculum utilizing a new software program to better organize and standardize each content area's curriculum, instruction and assessment.

We are very concerned with an increase in discipline issues regarding marijuana and e-cigarette/vape use. We believe this is the result of the recent decriminalization of marijuana in the state and the misinformation about the health risks associated with the use of vaping devices. We are fortunate to collaborate with GAAMA who facilitate the bi-weekly "Making Changes" group, the Worcester County DA's Office and other organizations to provide information to students and parents about these troubling trends.

ASHBURNHAM-WESTMINSTER REGIONAL SCHOOL DISTRICT

~BUDGET~

Account Number / Description	Audited Expense 2017-2018	Current Budget 2018-2019
1000 Administration	\$771,010	\$814,036
2000 Instruction	\$16,736,637	\$17,211,448
3000 Other School Services	\$2,959,892	\$2,950,074
4000 Operations and Maintenance	\$2,567,917	\$2,623,052
5000 Fixed Charges	\$4,546,704	\$4,724,487
6000 Community Services	\$8,000	\$8,000
7000 Acquisition of Fixed Assets	\$265,100	\$381,709
8000 Debt Retirement of Debt Services	\$787,990	\$764,390
9000 Programs with Other Systems	\$927,245	\$1,046,557
Total	\$29,570,495	\$30,523,753

ASHBURNHAM-WESTMINSTER REGIONAL SCHOOL DISTRICT MONTHLY STUDENT COUNT REPORT

DATE: 12/31/2018

Grade	Ashburnham	Westminster	School Choice	SPED (i.e. day program; residential)	Other (i.e. exchange student)	Total
				Ash.	West.	

John R. Briggs Elementary

PRE-K	41	30		1		73
K	76	1				77
1	71		2			73
2	70	1	2			73
3	67		4			71
4	87	2	2			91
5	86	2	1			89

Meetinghouse School

K		105				105
1	2	78	4			84

Westminster Elementary School

2	2	88				90
3	2	94	6			102
4	1	88	3			92
5	1	102	6	1		110

Overlook Middle School

6	87	98	5			190
7	76	110	3	1		190
8	97	101	3	1		202

Oakmont Regional High School

9	68	62	19		1	150
10	66	88	19	1		174
11	56	86	29	1	1	174
12	44	83	30			157

Students above grade 12

	8	10	1		1	20
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TOTALS	1008	1229	139	5	4	2
GRAND TOTAL - ALL STUDENTS						2387

During the summer as part of our students and teachers did something different, they listened to a podcast, Serial, as part a school-wide listening literacy activity.

Our students also excelled in co-curricular activities. Numerous students were recognized for excellence in the Visual and Performing Arts at various art shows, music competitions and the annual TAMY awards for high school musicals. The 74 member marching band scored a season high 93.1 at the New England Championships. The Marching Band also performed at Disney World in December. The Winter Guard won the 2018 NESBA Scholastic Regional Championship for their division. The 2018 drama production, Peter Pan, was well attended and the performance consisted of a number of dedicated students, some of whom took to air, flying across the stage. Our Student Council was awarded the Gold Council of Excellence by the MASC and an Oakmont student was elected to the state Student Council Executive Board. The Youth Venture program, in cooperation with MWCC, has continued to grow, with a number of student groups learning about entrepreneurship which provides school and community service. There are currently 10 active teams, one of which was awarded the Our Friends Club was the largest club in the school, providing inclusive social activities for all of our students.

Our athletic teams and athletes continued Oakmont's tradition of excellence. Last winter, the Girls Basketball team qualified

for the District tournament. The Girls Indoor Track Team were league champions, and a number of members of both the Girls and Boys teams qualified for the State Meet. In the spring, both Girls and Boys Lacrosse teams qualified for the District Tournament. In the fall, our Cheerleaders were League and District Champions. At the State Meet, they qualified for the National Competition, which will take place in 2019. Our Golf Team, Girls Soccer were league champions. The Field Hockey Team won league, district championships, and advanced to the state semi-final, losing to Greenfield. The Football Team qualified for the state playoffs and defeated Gardner for the fourth consecutive year on Thanksgiving Day. The Unified Basketball team debuted in the fall. The student-athletes were recognized by the MIAA with one of the Association's six Sportsmanship Awards.

We are extremely proud of our students and their accomplishments in and out of the classroom. They are clearly a reflection of their parents and community, with the help and support of the professional faculty and staff at Oakmont.

Oakmont Regional High School publishes a monthly newsletter. To keep up with the current achievements and events involving Oakmont students go to <https://www.awrsd.org/oak/news/>. We also maintain Facebook (<https://www.facebook.com/Oakmont-Regional-High-School-1659966270884549/>), Twitter (@OakmontRegional) and Instagram

(oakmontrhs) pages to better communicate with our students, parents and community. The student newspaper is published on-line at <https://oakmonitoronline.com/> and OTV can be accessed on Comcast Channel 9 each morning around 9 am.

Respectfully submitted by
David Uminski, Principal

Overlook Middle School *Annual Report*

OVERLOOK MIDDLE SCHOOL
10 Oakmont Drive
Ashburnham, MA 01430

Phillip Saisa, Principal
Abbey Rigney, Assistant Principal
TELEPHONE: (978) 827-1425
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This year the staff at Overlook Middle School has taken on a few new initiatives. These initiatives include the development of an Innovation Center, increased programming centered on social emotional learning, and a push to implement more technology in the classroom on a daily basis. Each of these tasks have been completed in a way that continues our development of a school environment that helps to ensure that all students have the skills necessary to access learning at the highest possible level.

Our newly developed Innovation Center is a reworking of our traditional library space. No longer is it simply a place for students to quietly take out books and read. While we still have a large selection of books for our students to access, we have also added spaces for students to take on innovative challenges, develop presentations, film performances, and improve tech skills. Students are now able to use this space in a way that encourages hands-on project-based learning experiences. This is also coupled with our expanded outdoor learning spaces that include an outdoor classroom, school gardens, and our archaeological dig site.

Along with our new innovative spaces, we have had the luxury of support from our new digital learning coach. Former Overlook math teacher Katrina Sinclair has moved into this exciting new role centered on supporting digital learning with our teachers and students. She has helped us to expand the use of Google Classroom, develop a repository of teacher apps for classroom instruction, and develop lessons that embed technology into our everyday teaching.

None of this learning can take place if students are not socially, emotionally, and behaviorally available to learn. Because of this fact, the staff at Overlook has continued to increase their capacity for supporting students in these areas. Through work with the building's SOAR Committee, teachers and students work together to develop a more positive school culture. Some of this

work has included monthly themes, citizens of the month, leadership training, school-wide activities, and giving projects. It is our hope that by providing a safe and happy learning environment, that students are able to flourish both socially and academically.

This year, Overlook welcomes several new staff members to our family. Brittney Field has been hired as a grade 6 science teacher. Melissa Rheame has been hired as a grade 6 math teacher. Nancy Taylor has transferred into our school as the school nurse. Sarah Casey, Amy Medieros, Sarah Sargent and Christine Stanton have been hired as paraprofessionals. Tim Driscoll and Richard Casey have been added to our evening custodial staff. These new staff members join a highly qualified group of veteran educators that are dedicated to the academic and social growth of all of our students.

In an effort to communicate effectively with our school community, we have developed a system that combines social media, school newsletters, email, and contact with the media to let you all know what is happening in our school. You can access our tweets through the user name of @OverlookEagles. You can find us on Instagram at Overlook_eagles. Our school's newsletter is called the Wingspan and is sent out on a monthly basis through email, and can be found on the school's website. The Wingspan includes school-wide activities, administrative updates, and student resources. We are also routinely featured in articles within the

local newspapers.

As always, we strongly encourage feedback about our performance. The phone number for the school is 978-827-1425 and the office hours are from 7 a.m. to 3 p.m., Monday through Friday. Interested persons may also find information about the school <http://oms.awrsd.org/>. A feedback tab has also been added to the website if that is a preferable method for sharing with us.

**John R. Briggs
Elementary School**
Annual Report



John R. Briggs Elementary continues to shine due to the hard work and dedication of our staff and students. The staff has been working tirelessly to continue improving their academic instruction while adding new hands-on activities to maintain and/or grow engagement. New staff members have provided some fresh ideas to the already solid curriculum. Our class sizes have continued to remain very steady and reasonable, which has allowed for all educators to give forth their best efforts.

Preschool	2 Educators
Kindergarten	4 Educators
1st Grade	4 Educators
2nd Grade	4 Educators
3rd Grade	4 Educators
4th Grade	4 Educators
5th Grade	4 Educators

New Professional Staff

The district’s initiative to increase technology in the classroom has led to the hiring of two Digital Learning Coaches. JRB is lucky enough to share Mrs. Tiffany Davis with Westminster Elementary and Meetinghouse. Mrs. Davis has taken her previous role as the technology teacher and made it even more involved. She has conducted several lessons with each grade level. Additionally, she has completed many hand-on STEAM activities in the classroom in conjunction with the regular education.

5th-grade students took part in Operation Welcome Mat. This project allowed groups of students to devise ways to enhance our school’s nature trail, the vernal pool, and the science garden through a variety of efforts.

The Lego Duck Challenge was presented to many grade levels (and even staff during a meeting). Students, without direct instruction, were given the same set of Legos and asked to build a duck. The point was to show that each mind thinks in its own way, and that was evident as there were rarely two ducks in a group that were the same.

The Gingerbread Man Challenge allowed students from kindergarten to 3rd-grade to design a way for their gingerbread man to make it across the water. Students learned how to design, test, and revise their projects through trials. Students in the older grades were given the task of buying materials, making a prototype, and conducting many trials before finding what they determined to be their best solution.

In addition to our new Digital Learning Coaches, JRB was able to hire a new technology teacher, Mr. Andrew Bell. Mr. Bell has continued the efforts towards digital literacy for our students in a very calculated and engaging way. His class often consists of a short introduction or update, and then the students are dispatched to the workstations to create.

Finally, we have added a new 3rd-grade teacher, Mrs. Katie Proctor. Mrs. Proctor comes to us with local teaching experience and many great new ideas. She has settled into her role on the 3rd-grade team very well. Students have been excited to see some of her engaging activities as well as her caring teaching style.



Student Council

We have a great student council here at JRB. This year alone the group has organized and directed many activities for our student body. The list below is a small sample of what the group has done for us.

International Dot Day

•“A global celebration of creativity, courage and collaboration.” This day was created to celebrate what is unique about you. The school community also wore polka dots in many fashions to show their support.



Stomp Out Bullying Puzzle

•Students and staff in each classroom signed a large puzzle piece to represent how each of them are a part of the answer to bullying. The puzzle was assembled in the hallway for many to see.

Unity Day: Make it Orange and make it end!
Unite against bullying!

•JRB community wore orange to unite against bullying. Classes read Spookley the Square Pumpkin to show how we can all be individuals and feel proud.

Veterans Day Luncheon

•Students were able to invite related veter-

ans in for lunch with their own grade level. Select poems regarding our country and the veterans' service record were read to the group as well.



Dress Up Day Fundraiser

•Students pay \$1.00 to wear a costume. The funds collected were donated PACER's National Bullying Prevention Center

Ready, Set, Glow!

Ready, Set, Glow! continues to be an event of note for the school and the town. Hundreds of families dressed in glowing attire shared an evening of exercise together under the night sky. The event was capped with a huge dance party for adults and students alike to enjoy themselves.



The PTA

The JRB Parent Teacher Association is a driving force for so many of our weekend or evening events for students. So far students have been able to attend multiple skating parties at Roll On American, movie night, bingo for books, and the next two events, the Snowflake Dance and game night, are supposed to be the largest attended events of the year (besides RSG).



Walk to School Day

October 10th marked our annual Safe Routes to School “Walk To School Day.” Students from Oakmont joined our students as we strolled from the football field to JRB's front door. High schoolers engaged the elementary students with some fun and friendly conversations as the giant group walked through the street of town. None of this would have been possible without help from the Ashburnham and Westminster Police Departments, and certainly the staff at Oakmont Regional High School.





Kathi Theriault Retires

After numerous years serving J.R. Briggs, as well as the entire district, Kathi Theriault retired at the end of 2018. Kathi had most recently been the school secretary at JRB. She ran a tight ship, but was never afraid of having tons of fun with the students and staff on a daily basis. Her smiling face welcomed folks into the building for year and she deserves the best in retirement.

Thank You

It has been a pleasure to inform the Ashburnham Community about all of the happenings here at JRB. We certainly love the opportunity to share our students' accomplishments when given the chance.

Respectfully submitted,
Nat North, Principal
Jennifer Lilley, Assistant Principal

Curriculum, Instruction and Assessment, K-12

Funds designated in the Budget for Curriculum, Instruction and Assessment will be used in direct support of district goals. The

focus is on meeting the needs of principals, teachers, students, and families in the areas of curriculum support, instruction, assessment and staff development. A major function is the development, implementation, and evaluation of quality educational programs that incorporate the best educational thinking and research; are reflective of community values and priorities; and attend to the emotional and social needs of students. The budget is based on initiatives and priorities in the Ashburnham-Westminster Strategic Learning Plan - integrating STEAM practices and units into the current curriculum, increasing the capacity of teachers to deliver high quality instruction, which challenges and engages all learners, supporting the use of data to improve student learning, creating embedded technology professional development opportunities for staff and providing a safe, supportive, and nurturing setting for all learners. These initiatives will prepare students to be contributing citizens in an ever-changing world and continue to move the district forward for years to come.

Warmest Regards,
Sandra Rehler

Digital Learning, K-12

How do you prepare students for a world that is increasingly driven by technology? According to the 2016 Massachusetts Digital Literacy and Computer Science Standards, students will need to master knowledge and skills in four main categories: Computing and Society, Digital Tools and Collaboration, Computing Systems, and Computational

Thinking. The district has hired two Digital Learning Coaches to help teachers integrate the new standards into the core curriculum. Below are some examples of ways that teachers and students, with the help of Coaches Katrina Sinclair and Tiffany Davis, have been using technology in the 2018-2019 school year.

Digital Portfolios

Briggs art teacher Kristi DiSalle and Westminster Elementary second-grade teacher Kerry Volke have a new way to share students' work with families through the use of the Seesaw digital portfolio app. Students enter and reflect on their work in class. Families sign in from home to see their child's work and leave comments.

Student-Created Websites

Sarah Duncan's seventh-grade class at Overlook built websites that highlighted National Parks across the United States. After researching facts and finding high-quality images online, students wrote the content and designed the page layout for their sites.

Educreations

Seeing the answer or even student's calculations is not enough for third-grade math teachers at Westminster Elementary. With an iPad and the Educreations app, students can draw, annotate and record as they solve problems. As a result, teachers are better able to understand students' strategies and thinking.

Google Keep

Mark Nevard's high school study skills classes learned about Google Keep. This app allows students to keep written notes, voice notes, photos, checklists and website URLs that can be tagged, searched, and shared with others.

Sensors

Fifth-grade students at Briggs built "habitat enhancements" to encourage more people to visit the school's outdoor science garden and nature trail. Projects included everything from a talking trash can to an obstacle course. Thanks to sensors from LEGO and SAM Labs, student projects were able to collect data and interact with visitors.

Assessment

Teachers at the middle school use a variety of digital tools to assess students' understanding and recalibrate their lessons. These tools include PearDeck, which allows teachers to transform presentations into classroom conversations with an array of interactive and formative assessment questions, Quizlet Live to review for tests, and FlipGrid to create short, video reflections.



Briggs Elementary School students Savannah Stowell, Isabelle Comeau, Reagan Bouchard, Abigail Silvia and Laycee Lauletta program a sensor.



Overlook Middle School students Grace Barry and Emily Gaudet test one of their design challenges in the school's Innovation Center at the Donna Philbin Library.

Ashburnham Westminster Regional School District Annual School Health Services Report 2018



The AWRSD School Health offices continue to grow in numbers of visits and responsibilities. These offices are the

sites where primary nurse care as well as prevention and early intervention of health problems are provided to students in Preschool through Grade Twelve as well as OHS post graduate program and staff in all schools. Mandated Screenings are done on an annual basis for all students in Grades K-5, Grade 7 and Grade 9. These screenings included Vision Grades K-5, 7 and 9, Hearing Grades K-3, 7 and 9, Postural Grades 5-9, Height/Weight/BMI Grades 1, 4, 7, and 10, and SBIRT (Screening Brief Intervention Referral to Treatment) to one Middle School grade and one High School grade. Total Screenings done were 3167. Children who did not meet the minimum requirements mandated by the state for vision, hearing and postural screenings were referred to their primary care physician for further evaluation. Information was provided to parents of those students who were without health insurance as every child in the state of Massachusetts can receive health insurance. In the fall, influenza vaccines were administered to over 400 adults and children at two flu vaccine clinics hosted by the district in conjunction with the Nashoba Board of Health and the Westminster Board of Health. The school nurses volunteered their time at these clinics.

The policies and regulations of the Massachusetts Department of Public Health School Health Unit are the guidelines that all school nurses abide by. We remain as partners with the DPH closely as a recipient of grant funding under the Essential School Health Services Grant (ESHS) until June

2019. This grant requires the position of a nursing coordinator who oversees the frameworks of this grant. Pediatric asthma surveys and immunization surveys (grades Pre-K, K and 7) are done on an annual basis and were submitted to the state. In addition, monthly activity reports and yearly status reports were submitted to DPH. We participated in yearly continuous quality improvement projects as determined by DPH.

Dental hygienists from the Nashoba Board of Health and the Polished Dental Care program provided dental screenings, cleanings and fluoride treatments to our students throughout the school year. The school nurses coordinate these visits.

The Oakmont High School nurse implemented the MASBIRT (Massachusetts Screening, Brief Intervention and Referral to Treatment) program. The Commonwealth of MA passed legislation in March 2016 mandating that school districts offer substance abuse screening at 2 grade levels by 2017-2018 school year. The results of the SBIRT screening revealed that 2.2% of grade 9 students reported engaging in health risk behaviors and 97.8% reported not participating in health risk behaviors. The nurse collaborated with researchers at Boston Children's Hospital/Harvard Medical School to administer two SBIRT health risk behavior surveys to grade 9 students. This year the Oakmont school nurse completed her Master Degree in Nursing.

The Overlook Middle School hired a new school nurse in the fall 2018 after a resignation. She continues to participate in the S.O.S. (Signs of Suicide) program every year with the Guidance department. The previous nurse attended the Washington DC trip with students in grade 8 as the nurse onsite in May. The newly hired nurse is implementing the SBIRT program in one middle school grade and this school year is working on providing more education and awareness on the dangers of vaping/e-cigarettes.

The J.R. Briggs Elementary nurse, in addition to providing primary care in a very busy office to students in Preschool through Grade Five, also assisted in classroom teaching lessons about Oral Health and other health and hygiene related topics.

The Westminster Elementary and Meetinghouse School nurses taught an "Expectations" class in the fall for each grade rotating with administration and guidance. The Westminster Elementary Nurse attended the Nature's Classroom in May of 2018 responsible for 24 hour care of 167 students and approximately 20 chaperones/teachers.

The Meetinghouse School nurse position was shared by the ESHS grant Nurse Coordinator and ESHS grant funded school nurse until October 2018. The ESHS grant funded nurse is now the Overlook Middle School nurse. The Meetinghouse School Nurse coordinated a 6 week after school

program called "Let's Get Crackin'" for students in grades K through 2. This was a healthy eating, physical activity and safety program. The ESHS nurse coordinator also participated in the AWRSD Public Safety Council.



Fitchburg State University nursing students participated in their community health rotation in 4 school nurse offices during the fall semester. They were involved in direct student clinical care and classroom health lessons under the supervision of each school nurse. The school nurses also mentored Oakmont High School students who have aspirations of attending nursing school after high school graduation. Westminster Elementary school nurse mentored an OHS senior with aspirations of becoming a Neurologist. All of the district nurses promoted various health education awareness to students. The Oakmont High School nurse developed a presentation on the dangers of vaping and presented to the student body. The Westminster Elementary nurse created a slideshow for health/hygiene teaching, which has been shared with other nurses. Presentation on universal precautions and

anaphylaxis including EpiPen trainings and emergency procedures (use of AEDs) were done with staff members throughout the school year. Staff was also involved with awareness of issues such as immunizations, cancer screenings, national smoke out day and Go Red For Women cardiac health.

The nurses are all members of the Massachusetts School Nurse Organization (MSNO), the National Association of School Nurses (NASN) and are certified with the Department of Elementary and Secondary Education (DESE) and participated in continuing education offerings that these organizations offer as well as in clinical programs offered by the Northeastern University School Health Academy, Boston University School Health Institute of Educational Learning and the Department of Public Health. The nurses are members of the district's School Health Advisory Committee (SHAC) that is a Massachusetts legislative requirement. The ESHS grant nurse coordinator chairs this committee. The committee met quarterly to discuss health concerns/issues as well as to promote health and physical education in all grades. The AWRSD Wellness Policy was reviewed this year and updated. All of the nurses are trained to administer nasal naloxone (Narcan) to anyone experiencing an overdose to opioids. The nurses were recipients of "Go Kits" donated by the Westminster Fire Department that included the updated CAT tourniquets.

International Walk to School Day 2018

Students at Meetinghouse/Westminster Elementary Schools participated in the annual Massachusetts Walk to School Day in May and all the district schools participated in the International Walk to School Day in October. The schools nurses are all involved in the planning and implementation of these events in coordination with the Massachusetts Safe Routes to Schools program and the Westminster and Ashburnham Police and Fire Departments.

CPR and First Aid classes were offered to staff members throughout the entire district certifying them using the American Red Cross standards. Oakmont, Overlook, J.R. Briggs and Westminster all have 2 AEDs (Automatic External Defibrillators) in their buildings and Meetinghouse School has 1 AED. These are all checked daily and maintained by the school nurses.

Dr. Lisa Rembetsy-Brown continues to serve as our school physician and consultant. Services provided to students totaled 31,824. These numbers indicate when students were seen for illness and injury assessment and care, mental health and behavioral issues, medication administration, procedures. All student (and staff encounters) include a significant degree of health-related teaching. Because of the skilled nursing assessment that all of the school nurses provide along with treatment and case management of illness and injuries in the school setting 96.9% of students seen returned to the classroom for academic achievement which is above the 92% recommended by the DPH/DESE.

Several of the school nurses coordinated giving projects providing help to those in each community who needed food, heat, clothing, glasses, Thanksgiving dinner and Christmas gifts.

All of the AWRSD school nurses look forward to maintaining and promoting the health and well-being of the students in their schools.

Respectfully submitted,

*Marcia Sharkey BS, RN ESHS School Nurse
Coordinator/Meetinghouse School*
*Susan Lofquist MSN, RN, NCSN Oakmont High
School*
*Nancy Taylor BSN, RN, NCSN Overlook Middle
School*
*Jane Flis BSN, RN, NCSN John R Briggs
Elementary School*
*Jessica Heffernan BSN, RN Westminster
Elementary School*

**Ashburnham-Westminster Regional School District
Employee Total Earnings July 1, 2017 to June 30, 2018
In Excess of \$500**

Employee Name	Job Title.....	Earnings
AHO, MARCIA A	EXT DAY	\$18,391.81
ALARIO, SUSAN	TEACHER.....	\$62,285.07
ALLAIN, JOHANNA L	PARAPROFESSIONAL	\$23,256.00
ALLEN, CHRISTINE M	PARAPROFESSIONAL	\$22,983.12
ALLEN, GIANNA ROSE	FACULTY	\$48,187.17
ALLEN, KATHY ANNE	PARAPROFESSIONAL	\$35,157.64
ALLEN, STEVEN C	CUSTODIAN.....	\$48,151.28
ALTOBELLI, DANA N	TEACHER.....	\$85,887.00
AMBERS, BRIDGET C	STIPEND.....	\$500.00
AMBLO, LAWRENCE A	COACH	\$2,501.00
ARCHANGELO, ALANA HEATHER	TEACHER.....	\$73,988.94
ARMSTRONG, ANDREW J	STIPEND.....	\$500.00
ARPANO, ABIGAIL	SUB.....	\$1,080.00
ASADOORIAN, DEREK GREGORY	TEACHER.....	\$71,827.65
ASADOORIAN, MAUREEN	TEACHER.....	\$39,742.87
AUBUCHON, JEFFREY WILLIAM	TEACHER.....	\$82,161.54
AXELSON, ROBERT PETER	CUSTODIAN.....	\$49,786.63
AYOTTE LEBLANC, DANIELLE A	PARAPROFESSIONAL	\$36,502.19
BABINEAU, MICHELE	PARAPROFESSIONAL	\$15,294.56
BACON, NANCY G	ELL TEACHER.....	\$5,880.83
BADOLATO, LAUREN	ADJUSTMENT COUNSELOR	\$80,231.57
BAER, JIM W	HEAD CUSTODIAN.....	\$68,381.23
BANNING, ANNE MADALYN	TEACHER.....	\$73,978.99
BARIL, TALIA CLARISE	TEACHER.....	\$54,540.94
BARNARD, CHARLES A	FACILITIES.....	\$83,207.33
BARRON, CHERYL LYNN	PARAPROFESSIONAL	\$36,176.16
BARRY, GREGORY JAMES	TEACHER.....	\$87,208.54
BARRY, THERESA	TEACHER.....	\$71,257.77
BEAUDOIN, BRIAN GREGORY	TEACHER.....	\$76,684.99
BEHRINGER, REBECCA A	EXT DAY	\$7,207.00
BELIVEAU, TARA	PSYCHOLOGIST	\$64,398.70
BELKIN, KRISTIN D	READING SPEC	\$75,234.59
BELLAND, HEATHER ROSE	SUB.....	\$720.00
BENNETT, KATHERINE FLORENCE	TEACHER.....	\$81,050.06
BENNETT, LIJA KANE	SPEC ED TEACHER	\$61,715.94
BENNETT, STEVEN W	CUSTODIAN.....	\$47,732.30
BERG, TROY C	TEACHER.....	\$64,959.88
BERGERON, CURTIS E	SUB.....	\$2,112.00
BERUBE, LINDSEY	PARAPROFESSIONAL	\$24,336.43
BIGELOW, MARIE E	SUB.....	\$1,350.52
BILLINGS, BRIAN	COACH	\$5,187.50
BILODEAU, JEANNINE E	CUSTODIAN.....	\$9,622.39
BOGAARD, KATRINA NICOLE	PARAPROFESSIONAL	\$27,301.64
BOGAN, SANDRA	SUB.....	\$2,953.13
BOGOSH, KRISTINA M	ASST. PRINCIPAL	\$101,778.52
BOSSELAIT, TODD P	COACH	\$3,000.00
BOUDREAU, KEVIN	SUB.....	\$1,355.76
BOYCE, LAURA	SUB.....	\$927.50
BRACKETT, BRIAN A	SUB.....	\$1,690.74

BRADWAY, SETH A	EXT DAY	\$5,942.75
BRASIL, TRINA A	SUB.....	\$1,208.36
BRENNAN, KATHLEEN A	SPEC ED TEACHER	\$65,132.30
BRIDEAU, DUSTIN	SUB.....	\$870.00
BRIDGE, CASEY R	SUB.....	\$698.43
BRILLON, MARK K	EXT DAY	\$34,072.77
BROGNA, REBECCA	TEACHER.....	\$70,834.06
BROWN, BRENDA L	PARAPROFESSIONAL	\$25,624.50
BROWN, STACIE RENE	TEACHER.....	\$80,492.51
BRUEGGEMANN, ERIN	GUIDANCE.....	\$41,295.49
BUBNOWICZ, KIMBERLY A	SPEECH THERAPIST.....	\$78,159.59
BURKE, KRISTIN MARIE	TEACHER.....	\$76,878.12
CALDWELL, RENEE	SPEC ED TEACHER	\$60,688.96
CAMPAGNA, BETH J	TEACHER.....	\$65,750.47
CAMPAIGNE, HELENA I	EXT DAY	\$567.44
CANNON, STEPHANIE MARIE	SPEC ED TEACHER	\$40,094.76
CAOUPETTE, TIMOTHY R	TEACHER.....	\$76,073.94
CAPONE, LESLIE ANN	PARAPROFESSIONAL	\$25,417.00
CARDWELL, AARON	SUB.....	\$562.38
CAREY, CHELSEA E	EXT DAY	\$9,380.83
CAREY, INA A	ADM ASST.....	\$22,085.60
CARIGLIA, ANNE E	SPEC ED TEACHER	\$65,638.35
CARNEY, RYAN M	COACH	\$7,161.00
CARON, KENNETH W	TREASURER	\$10,500.00
CHAMPA, RACHEL J	TEACHER.....	\$49,840.17
CHARTRAND, MICHAEL	COACH	\$4,500.00
CHECHETA, BENJAMIN ALAN	TEACHER.....	\$50,691.35
CHILDRESS, JILL BERGLIND	SPEECH PATHOLOGIST.....	\$48,790.28
CHISHOLM, JULIA	SUB.....	\$537.50
CHISHOLM, MELISSA M	SUB.....	\$8,688.56
CHRISTENSEN, LINDSEY NICOLE	TEACHER.....	\$8,003.12
CIRAS, THADDEUS	SUB.....	\$1,255.00
CLABAUGH, ELIZABETH J	TEACHER.....	\$80,023.06
CLARK, VICTORIA	BUS LPN.....	\$9,922.50
CLINTON, MADELINE	CUSTODIAN.....	\$47,944.83
COHEN, BARBARA	ELL TEACHER.....	\$74,737.89
COLLETTE, RITA W	DATA COORDINATOR.....	\$43,281.00
COLLINS, JENNIFER JANET	TEACHER.....	\$69,711.77
COMEAU, CARLENE M	PARAPROFESSIONAL	\$35,448.00
CONNELL, WALTER ZIGMUND	SPEC ED TEACHER	\$56,982.30
CONNOLLY, KAREN MARIE	PARAPROFESSIONAL	\$32,532.55
CONSTANTINE, MELISSA M	PARAPROFESSIONAL	\$23,406.00
CONTOIS, COLBY D	CUSTODIAN.....	\$47,221.14
CONTOIS, STEVEN D	HEAD CUSTODIAN.....	\$71,483.86
CORLISS, ASHLEY	TEACHER.....	\$38,791.80
CORMIER, BRENDA A	COACH	\$5,002.00
CORMIER, KIMBERLY ANN	TEACHER.....	\$79,798.06
CORMIER, PHILIP J	SUB.....	\$1,254.51
CORREIA, JEAN DIANE	TEACHER.....	\$80,098.06
CORSO, VALERIE R	SUB.....	\$4,432.48
COURTEMANCE, RANDY L	SUB.....	\$681.75
COURTEMANCHE, LYNNE MARY	TEACHER.....	\$78,548.06
COUTU, JOSHUA MICHAEL	TEACHER.....	\$48,187.17
COUTURE, JACLYN M	TEACHER.....	\$79,635.29

COVIELLO, JENNIFER E	EXT DAY	\$12,082.39
CRAIGEN, JAMES B	SUB.....	\$1,445.85
CREONTE, OLIVIA CECILE	TEACHER.....	\$45,864.64
CRINGAN, CYNTHIA L	TEACHER.....	\$75,559.59
CROTEAU, PETER	SUB.....	\$945.36
CROTEAU, RHONDA	CAFÉ.....	\$6,754.86
CROWLEY, DONNA M	TEACHER.....	\$92,486.82
CROWLEY, RUTH TINGLE	TEACHER.....	\$11,932.94
CUCCHIARA, CRAIG RAYMOND	TEACHER.....	\$64,209.88
CUMMINGS, JUDITH ANN	TEACHER.....	\$75,559.59
CUNNINGHAM, JOHN M	CUSTODIAN.....	\$45,925.01
CURRAN, DENISE M	SUB.....	\$786.85
DABNEY, BRENDA JOYCE	TEACHER.....	\$71,511.77
DAIGLE, JESSICA	TEACHER.....	\$52,845.47
DAUPHINAIS, DEBORAH ANN	TEACHER.....	\$6,698.95
DAVIS, NANCY E	PARAPROFESSIONAL	\$26,006.00
DAVIS, TIFFANY GRACE	TEACHER.....	\$90,491.36
DAVOLIO, DIANE ROUMBAKIS	TEACHER.....	\$40,052.26
DAWLEY, ERIC G	TEACHER.....	\$99,207.29
DE COLA, KELLEY ANN	SPEC ED TEACHER	\$40,724.67
DEANGELIS, KELSEY M	EXT DAY	\$1,786.01
DEANGELIS, NICOLE M	EXT DAY	\$7,746.95
DEAVER-WHITTIER, REGINA A	SPEC ED TEACHER	\$88,739.59
DEHAYS, ERIC M	TECHNOLOGY COORDINATOR.....	\$82,960.00
DEMARCO, DEREK M	PARAPROFESSIONAL	\$29,847.60
DEMARCO, MARYANN	ADM ASST.....	\$43,359.60
DEMBEK, JAMIE LEE	TEACHER.....	\$54,471.12
DEMOURA, KRIS SAMUEL	TEACHER.....	\$92,120.59
DERBY, VERONICA L	CAFÉ.....	\$9,090.83
DESBOIS, DAVID J	CUSTODIAN.....	\$46,409.63
DESCARREAU, KEVIN N	COACH	\$4,191.00
DESHAYES, MARGARET CHRISTINE	ADM ASST.....	\$22,898.27
DESMOND, STEVEN F	CUSTODIAN.....	\$44,002.77
DEWHURST, ALEXANDER	SUB.....	\$897.50
DEWICK, KAREN S	EXT DAY	\$3,483.29
DIVOLL, SHANNON T	PARAPROFESSIONAL	\$16,901.80
DOLAN, KIMBERLEY A	ADM ASST.....	\$38,747.20
DONAHUE, AMANDA GAIL	PARAPROFESSIONAL	\$26,521.24
DOUGLAS, DAVID E	PARAPROFESSIONAL	\$26,574.00
DOUGLAS, TIMOTHY MARK	TEACHER.....	\$88,539.12
DRAKE, SUE ALLISON	TEACHER.....	\$71,056.89
DRISCOLL, TIMOTHY S	CUSTODIAN.....	\$31,172.07
DUBOVICK, AMY L	GUIDANCE.....	\$97,485.05
DUFOUR, DANIEL JAMES	TEACHER.....	\$84,962.10
DUNCAN, BRETT MICHAEL	TEACHER.....	\$76,160.98
DUNCAN, SARAH KATHERINE	TEACHER.....	\$65,239.85
EGAN, MARY A	PARAPROFESSIONAL	\$35,272.76
ERICKSON, DIANE KAY	TEACHER.....	\$27,759.62
ERICKSON, JEANNE E	BUSINESS ASST.....	\$48,478.40
ERICKSON, THOMAS EARL	SUB.....	\$978.08
ETHIER, JAMES DAVID	TEACHER.....	\$45,909.63
EVANS, JESSICA L	SUB.....	\$750.00
EWELL, ROBIN L	GUIDANCE.....	\$95,232.93
EWING, CLAUDIA L	PARAPROFESSIONAL	\$24,832.00

FARLEY, LOUISE KAREN	PARAPROFESSIONAL	\$24,577.00
FARRELL, SARAH	PARAPROFESSIONAL	\$8,290.64
FEELEY, JODI E	RECESS AIDE.....	\$5,903.40
FERNANDES, KAITLYN	SUB.....	\$4,906.20
FERRARA, DESTINEE	EXT DAY	\$6,305.75
FIELD, BRITTNEY ANNE	PARAPROFESSIONAL	\$19,189.10
FINNEGAN, PATRICIA	PARAPROFESSIONAL	\$19,803.00
FISHER, JOANN	SUB.....	\$2,455.00
FITZGERALD, EDWARD DAVID	BUILDING SUPERVISOR.....	\$39,216.29
FLAHERTY, MEAGHAN A	PARAPROFESSIONAL	\$19,803.00
FLECK, DEBRA ANN	TEACHER.....	\$95,901.20
FLEMING, JEANNE C	PARAPROFESSIONAL	\$16,204.81
FLIS, JANE	NURSE.....	\$60,192.64
FLUET, TRACY M	TEACHER.....	\$56,432.30
FORTIER, JAMES R	SUB.....	\$2,250.00
FORTIER, MELODY R	PARAPROFESSIONAL	\$28,866.00
FOSS, WILLIAM	TEACHER.....	\$60,030.64
FOSTER, ELIZABETH M	TEACHER.....	\$93,561.82
FOWKE, SANDRA T	TEACHER.....	\$59,599.29
FOX, LISA	SUB.....	\$3,685.00
FRANCIS, CAITLIN	TEACHER.....	\$63,407.75
FRANCIS, DORENE A	EXT DAY DIRECTOR	\$35,470.67
FRANCIS, JOSEPH H	CUSTODIAN.....	\$19,258.38
FULLER, THOMAS W	CUSTODIAN.....	\$48,210.40
GAGE, CHRISTLE MARIE	PARAPROFESSIONAL	\$22,874.32
GAGNON, JULIE ANN	GUIDANCE.....	\$1,865.30
GAGNON, LYNN MARIE	RECESS AIDE.....	\$5,976.32
GALEOTA, KATHARINE	TEACHER.....	\$59,500.64
GALEOTA, NATHAN J	TEACHER.....	\$53,936.99
GALLAGHER, CORALEY R	EXT DAY	\$930.00
GALLIVAN, KYLE	SUB.....	\$730.11
GASTONGUAY, KELLY A	TEACHER.....	\$58,049.29
GATES, HANNAH ELIZABETH	TEACHER.....	\$38,061.69
GAUTHIER, CHRISTINE M	CUSTODIAN.....	\$44,803.61
GAUVIN, KIMBERLY ANN	PAYROLL/BENEFITS	\$56,792.41
GIACOBBE, PAUL L	SUB.....	\$3,975.00
GILMORE-DELANEY, AMY E	SPEC ED TEACHER	\$52,206.53
GIROUARD, JEAN FRANCES	TEACHER.....	\$85,224.07
GIROUARD, JEANNE D	SUB.....	\$3,171.82
GIROUARD, SARAH D	RECESS AIDE.....	\$2,691.03
GLEASON, ANTHONY MARIO	TEACHER.....	\$113,188.55
GLENNY, ERIN K	SUB.....	\$501.19
GOGUEN, CHELSEA	EXT DAY	\$2,068.70
GOGUEN, JOSEPH A	STIPEND.....	\$500.00
GOLEMBIEWSKI DISALLE, KRISTI LEIGH GTEACHER	
\$72,162.38		
GOODWIN, CARON ANN	TEACHER.....	\$79,446.48
GRAVES, ANDREW M	HEAD CUSTODIAN.....	\$62,911.15
GRAVES, EMILY	EXT DAY	\$13,628.48
GRAVES, MICHAEL	EXT DAY	\$8,745.80
GRIFFIN, SHIRLEY LIBBY	TEACHER.....	\$7,062.84
GRIMLEY, LOUISE M	COACH	\$3,975.00
HACHEY, LAUREN M	PARAPROFESSIONAL	\$21,337.00
HADDAD, MELISSA ANNE	SPEC ED TEACHER	\$55,045.84

HAMEL, BETH A	CAFÉ.....	\$7,272.17	KUBLBECK, KYLE	GROUNDS.....	\$1,760.00
HAMEL, TONYA L	SUB.....	\$750.75	LAHTINEN, KARL J	SUB.....	\$3,840.96
HAMILTON, MYA K	EXT DAY	\$932.25	LAINE, KELLEY ANN	SPEECH THERAPIST.....	\$77,504.53
HANKS, THEA	CAFÉ.....	\$14,267.98	LALIBERTE, RYAN E	COACH	\$4,051.00
HANSEN, KELLY A	PARAPROFESSIONAL	\$23,607.00	LAMBERT, RYAN J	TEACHER.....	\$75,708.35
HARMON, ZACHARY T	EXT DAY	\$6,396.50	LANCIANI, CHRISTINE A	SUB.....	\$2,666.00
HARRISON, JANA ELIZABETH	GRANT.....	\$74,255.00	LANDANNO, KATHERINE	PARAPROFESSIONAL	\$12,297.49
HASCHIG, LEE ELLEN	PARAPROFESSIONAL	\$36,369.88	LANDINE, JENNIFER ANNE	PARAPROFESSIONAL	\$25,453.00
HATCH, TORI L	EXT DAY	\$10,697.30	LANDRY, KAREN E	EXT DAY	\$24,011.54
HAZEL, MEGAN	RECESS AIDE.....	\$4,690.76	LANTRY, DAVID A	TEACHER.....	\$77,467.46
HECKER, ALEXANDRA B	EXT DAY	\$6,198.50	LANTRY, JUNE MARY	SPEC ED TEACHER	\$93,478.24
HEFFERNAN, JESSICA ANNE	NURSE.....	\$53,557.18	LAPOINTE, CHRIS JAMES	SPEECH THERAPIST.....	\$77,409.59
HICKS, EMILY L	PARAPROFESSIONAL	\$29,124.74	LARSON, MADONNA MARIE	SPEC ED TEACHER	\$76,009.59
HIGGINS, CAROL A	CAFÉ.....	\$5,332.49	LEAMY, CONNOR	EXT DAY	\$1,949.28
HIGGINS, WENDY	ADM ASST.....	\$42,870.80	LEBLANC, ALBERT	CUSTODIAN.....	\$20,580.92
HILDRETH, LAUREN	EXT DAY	\$22,552.47	LEBLANC, CHRISTINE	SUB.....	\$10,862.02
HILL, GIA	EXT DAY	\$5,340.75	LEBLANC, DENISE ALINE	SUB.....	\$841.59
HILL, RACHEL C	EXT DAY	\$10,042.41	LEBLANC, MAURA	EXT DAY	\$2,860.00
HIRONS, KARSA MONIQUE	SPEC ED TEACHER	\$60,609.29	LEBLANC, SUSAN M	EXT DAY	\$7,331.16
HOLMAN, TARYN ELIZABETH	GUIDANCE.....	\$62,298.08	LEBLANC, TANYA RAE	PARAPROFESSIONAL	\$25,205.48
HOLT BREEN, NATALIE SHEA	TEACHER.....	\$55,475.69	LEBLANC, WENDY LEE	TEACHER.....	\$83,853.96
HORGAN, ANN MCNALLY	ELL TEACHER.....	\$43,917.64	LEMIEUX, KEVIN J	COACH	\$3,509.00
HORGAN, KENNETH F	SUB.....	\$6,498.84	LENART, LAURIE ROSE	TEACHER.....	\$68,478.35
HORGAN, KEVIN	TEACHER.....	\$38,061.69	LEONHARDT, PATRICIA A	SUB.....	\$1,824.17
HUMPHREY, PATRICIA H	PARAPROFESSIONAL	\$21,999.00	LEVANTI, DEBRA A	SUB.....	\$3,554.19
HYLAN, RICHARD A	PARAPROFESSIONAL	\$15,348.26	LILLEY, JENNIFER RUTH	ASST. PRINCIPAL	\$93,141.00
JACKSON, CYNTHIA ANN	TEACHER.....	\$78,109.59	LINNEHAN, MICHAEL F	SUB.....	\$750.00
JACKSON, GREGORY B	SUB.....	\$10,107.49	LITALIEN, CORI A	TEACHER.....	\$63,942.94
JACKSON, ROBERT D	PARAPROFESSIONAL	\$27,076.00	LITTLE, COLIN W	SUB.....	\$1,221.36
JACOBS, JOSEPH RAYMOND JR	PARAPROFESSIONAL	\$35,247.37	LITTLE, COLIN W III	SUB.....	\$4,602.50
JAIMAN, SYLVIA E	CAFÉ.....	\$8,156.83	LOESCHER, ANDREA G	PARAPROFESSIONAL	\$22,382.52
JENSEN, JENNIFER LYNN	TEACHER.....	\$70,978.77	LOFQUIST, SUSAN M	NURSE.....	\$64,213.05
JEPSON, KENNETH HAYWARD	TEACHER.....	\$89,225.59	LORDAN, JOSEPH PAUL	TEACHER.....	\$67,738.94
JEPSON, RANDALL BRUCE	TEACHER.....	\$96,418.47	LORDAN, MELINDA A	TEACHER.....	\$28,603.46
JETTE, TRACY ANN	SPEC ED TEACHER	\$72,487.17	LOSORDO, JOHN JOSEPH II	TEACHER.....	\$70,111.77
JOHNSON, JANE L	PARAPROFESSIONAL	\$24,585.67	LUCANDER, KRIS VILHO	TEACHER.....	\$77,988.17
JOHNSON, KERILYN M	PARAPROFESSIONAL	\$17,426.89	LUSCO, BONNIE L	TECH ASST	\$6,352.51
JONES, GERARD R	TEACHER.....	\$84,277.41	MAILHIOT, PHILIP W II	EXT DAY	\$4,721.75
JONES, NICOLA	SUB.....	\$1,904.74	MAILLET, ELIZABETH L	ADM ASST.....	\$30,477.44
JOSEPH, JOSHUA J	PARAPROFESSIONAL	\$28,168.27	MALNATI, LORI J	ADJUSTMENT COUNSELOR	\$44,588.44
KALAGHER, SUSAN H	PARAPROFESSIONAL	\$27,267.00	MALONEY, KRISTI A	RECESS AIDE.....	\$7,558.31
KAY, RALPH WARREN	TEACHER.....	\$73,906.06	MARGARITA, JOHN	TEACHER.....	\$11,314.09
KELLY, CHERYL L	SUB.....	\$4,464.30	MARINELLI, KATHRYN ESTELLE	PARAPROFESSIONAL	\$28,010.20
KELLY, TIMOTHY J	STIPEND.....	\$1,850.00	MARION-COX, CARRIE ANN	TEACHER.....	\$77,359.59
KENDALL, AMY ELIZABETH	TEACHER.....	\$79,298.06	MARLBOROUGH, APRIL ELIZABETH	PARAPROFESSIONAL	\$33,138.00
KENDALL, DAYNA MICHELLE	TEACHER.....	\$4,830.64	MARLBOROUGH, LINDA ANNE	PARAPROFESSIONAL	\$24,827.00
KHAN, AISHA	CAFÉ.....	\$14,938.32	MARQUIS, ELIZABETH	SUB.....	\$1,257.66
KILMARTIN, JENNIFER AUBREY	TEACHER.....	\$52,887.65	MARQUIS, PATRICIA MINA	PRINCIPAL.....	\$124,035.97
KING, MELISSA LYNNE	PARAPROFESSIONAL	\$7,669.36	MARTIN, JULIE A	CAFÉ.....	\$8,471.02
KLEIN, SARAH	TEACHER.....	\$36,195.99	MARTIN, MELISSA DAWN	TEACHER.....	\$89,359.36
KORTEGAST, LAURA R	ADM ASST.....	\$18,068.60	MASTERMAN, ELIZABETH	ADJUSTMENT COUNSELOR	\$32,434.97
KOSTICH, NICHOLAS CARLYLE	TEACHER.....	\$49,891.88	MATHIEU, MORGAN E	EXT DAY	\$12,558.06
KOZLOSKI, GARY R	COACH	\$3,000.00	MATTHEWS, DORIS ELEANOR	TEACHER.....	\$81,340.06
KRUPA, AMANDA L	SUB.....	\$2,602.95	MAXWELL, JONATHAN CRAIG	NETWORK ADMIN.....	\$55,000.00

MAZZOLA, GARY F	SUPERINTENDENT.....	\$183,296.37
MCCAFFREY, EDWIN B	TEACHER.....	\$83,993.44
MCCARTHY, KATHLEEN ANN	ADM ASST.....	\$38,803.70
MCCORMACK, AMBER	PARAPROFESSIONAL	\$8,951.36
MCCULLOCK, BRIAN R	SUB.....	\$950.00
MCGONIGLE, NOEL	EXT DAY.....	\$15,099.50
MCGRATH, ANDREA J	PRINCIPAL.....	\$113,043.19
MCGRATH, JAMES G	SUB.....	\$1,499.85
MCLOUGHLIN, JUNEANNE M	ADM ASST.....	\$39,517.81
MCNAMARA, NICHOLAS J	COACH	\$4,500.00
MCNEILL, KELLE LAUREN	TEACHER.....	\$52,209.98
MEIER, DANIELLE M	SUB.....	\$520.00
MELANSON, ASHLEY MARIE	TEACHER.....	\$60,049.70
MELLEKAS, JAMES	SPEC ED TEACHER	\$61,195.44
MEYER, ELIZABETH M	TECH ASST	\$24,182.15
MICHALOWSKI, MARIA I	SUB.....	\$4,185.71
MILGER VAN TOORN, SABINE A	COACH	\$5,679.00
MILLER, BAILEY H	COACH	\$3,975.00
MILLER, DEBORAH C	PARAPROFESSIONAL	\$25,634.74
MILLER, THERESA MARIE	SPEC ED TEACHER	\$80,598.12
MILNE, LINDSAY	SPEC ED THERAPIST.....	\$63,272.82
MIVILLE, KATHRYN ANN	DEAN OF STUDENTS	\$96,868.22
MOECKEL, JARROD	SUB.....	\$621.56
MONAGHAN, RYAN MICHAEL	TEACHER.....	\$45,864.64
MOORES, AMY J	CAFÉ.....	\$7,474.77
MOORMAN-SMITH, GRETCHEN R	TEACHER.....	\$88,428.12
MORAN, COLLEEN JOAN	SPEC ED TEACHER	\$54,181.63
MORIN, INGA M	ADM ASST.....	\$32,370.55
MORIN, JENNIFER TAYLOR	LIBRARIAN.....	\$25,327.51
MORNEAU, CHRISTINA L	PARAPROFESSIONAL	\$22,516.00
MORRISON, NICOLE E	TEACHER.....	\$52,620.94
MOSSMAN, JOANN ALEX	TEACHER.....	\$89,961.82
MULCAHY, HANNAH M	EXT DAY.....	\$10,649.96
MULLINS, STEPHEN D	PARAPROFESSIONAL	\$9,787.20
MUNNIS, SANDRA J	CAFÉ.....	\$14,401.24
MUNROE, KRISTEN LOUISE	PARAPROFESSIONAL	\$22,724.00
MUNROE, LAURIE MARIE	TEACHER.....	\$88,285.18
MURPHY, ANN ELIZABETH	SUB.....	\$3,308.50
MURPHY, DEVON V	RECESS AIDE.....	\$5,389.00
MURPHY, RICHARD	PARAPROFESSIONAL	\$34,171.13
MURPHY, ROBIN M	TEACHER.....	\$92,194.78
MYRACLE, GERMAINE MARIA	TEACHER.....	\$57,636.35
NADER, THERESA M	CAFÉ.....	\$16,641.08
NALEWSKI, PETER E	SUB.....	\$957.00
NALLY, PATRICK D	TUTOR.....	\$26,880.00
NAPOLITANO, DAVID	COACH	\$3,055.00
NAVIN, SUSAN M	CAFÉ.....	\$6,320.10
NELSON, NATALIE C	SUB.....	\$3,040.56
NEVALA, MICHELLE A	SUB.....	\$1,862.50
NEVARD, MARK DAVID	TEACHER.....	\$91,837.41
NIEDERMEIER, ELAINE MARGARET	SUPT. ADM. ASST.....	\$68,118.40
NIMS, TYLER S	GROUNDS.....	\$4,196.25
NOLAN, LARISSA JANE	PARAPROFESSIONAL	\$21,578.00
NOONAN, THOMAS WAYNE	SUB.....	\$11,827.01

O'BRIEN, JOLENE T	PARAPROFESSIONAL	\$21,337.00
O'BRIEN, JULIET M	TEACHER.....	\$54,170.94
O'CALLAGHAN-GRECO, SUZANNE MARIE	TEACHER.....	\$60,987.94
O'CONNELL, LAVAUN MARIE	PARAPROFESSIONAL	\$23,992.00
OGANDO, SANTIAGO WILKINS	TEACHER.....	\$49,880.76
O'KEEFE, PATRICIA M	STIPEND.....	\$2,016.00
O'NEILL, JEFFREY B	COACH	\$5,590.00
ORCUTT, JILLIAN VEE	TEACHER.....	\$46,089.64
OSBORNE, JANELLY	PARAPROFESSIONAL	\$25,103.00
PAAJANEN, JOHN E	PARAPROFESSIONAL	\$31,707.67
PADILLA, JULIA A	PARAPROFESSIONAL	\$21,751.21
PALMER, RANDALL R	ADMIN.....	\$81,854.00
PALOJARVI, JAMES M	GROUNDS.....	\$59,080.38
PARENTEAU, JAMES M	HEAD CUSTODIAN.....	\$79,960.27
PARKER, EMILY E	EXT DAY.....	\$7,727.50
PARKER, HANNAH	EXT DAY.....	\$3,130.38
PARKER, PAULA MARY	SPEC. ED. LIAISON	\$84,628.74
PARKINSON, MICHELLE J	PARAPROFESSIONAL	\$20,687.33
PENCE, MICHAEL S	STIPEND.....	\$600.00
PEREZ, MELINDA M	PARAPROFESSIONAL	\$31,262.00
PERKINS-COTE, JENNIFER LYNN	TEACHER.....	\$74,649.79
PERRETT, DEBRA LYNN	TEACHER.....	\$89,548.06
PERRETT, KAREN ELAINE	TEACHER.....	\$82,037.17
PETERSON, DAWN M	PARAPROFESSIONAL	\$22,730.92
PETERSON, KRISTIN E	PARAPROFESSIONAL	\$22,366.00
PHELPS, AUDREY ELLEN	TEACHER.....	\$28,555.42
PILGER, ALEXANDER	GUIDANCE.....	\$49,970.61
PILSBURY, BECKY M	ADM ASST.....	\$36,869.83
PILSBURY, EMILY P	EXT DAY.....	\$3,203.75
PINKES, DANIELLE L	ADJUSTMENT COUNSELOR	\$39,383.00
PLOURDE, LISA ANNE	SUB.....	\$9,635.84
POTTER, DOUGLAS EDWIN	TEACHER.....	\$66,409.88
PROVENCIAL, WENDY E	PARAPROFESSIONAL	\$22,937.00
PROVOST, AMY LYNN	TEACHER.....	\$72,337.99
PULNIK, KATIE ELIZABETH	SPEECH THERAPIST.....	\$31,904.92
QUIGLEY-BELLIVEAU, SUSAN JEAN	SUB.....	\$775.00
QUINN, JARED RAYMOND	TEACHER.....	\$74,809.59
RABELER, LORRAINE J	PARAPROFESSIONAL	\$21,554.00
RACINE, LUCINDA A	EXT DAY.....	\$21,982.01
REBHOLZ, ISA	TEACHER.....	\$38,096.69
REHLER, SANDRA CHRISTINE	CURRICULUM DIRECTOR.....	\$110,494.93
REPONEN, DAVID B	SUB.....	\$4,106.70
RHEALT, LAURIE ANNE	TEACHER.....	\$81,098.06
RICARD, CARLY M	PARAPROFESSIONAL	\$11,151.51
RICHARD, BRITTANY M	SUB.....	\$3,270.15
RIDLEY, SHAUNA	EXT DAY.....	\$2,320.14
RIGNEY, ABIGAIL MARE	ASST. PRINCIPAL	\$88,754.00
RILEY, KATRINA	TEACHER.....	\$49,262.61
RISI, JILLIAN L	EXT DAY.....	\$4,484.84
ROBERTS, EMILY F	SUB.....	\$5,603.48
ROBERTS, JESSICA	TEACHER.....	\$38,061.69
ROBICHAUD, KELLIE ANN	TEACHER.....	\$87,109.59
ROBICHAUD, MICHELLE A	RECESS AIDE.....	\$6,319.82

ROBICHAUD, TYLER	SUB.....	\$1,916.80
ROBILLARD, AMIE R	ADM ASST.....	\$15,152.76
ROBINSON, BETH ANN	TEACHER.....	\$34,900.31
RODRIQUENZ, LISA K	COACH	\$2,753.00
ROGERS, JESSICA MARGARET	TEACHER.....	\$41,391.46
ROGERS, LAUREN J	PARAPROFESSIONAL	\$18,243.91
ROGERS, PAMELA S	CAFÉ.....	\$8,494.97
ROMANO, MARY KATE	TEACHER.....	\$78,175.82
ROMANO, OWEN M	SUB.....	\$2,967.25
ROMANO, PETER JOHN	SPEC ED TEACHER	\$88,166.83
ROULEAU, LORNA J	SUB.....	\$3,152.93
ROULEAU-WOJNAS, BETH P	PARAPROFESSIONAL	\$29,286.48
ROY, LEANNE J	TEACHER.....	\$88,396.48
RUBLE, COURTNEY H	EXT DAY	\$7,302.42
RUSCHIONI, CYNTHIA MARY	PARAPROFESSIONAL	\$34,891.80
SAISA, PHILLIP EDWARD	PRINCIPAL.....	\$125,498.89
SAMUELS, EVANDER ANTHONY	TEACHER.....	\$38,061.69
SANBORN, LAURA	SUB.....	\$1,715.00
SARGENT, BRIAN JAMES	STIPEND.....	\$16,003.90
SARGENT, DEBRA ANN	STIPEND.....	\$3,000.00
SAVOIE, JAIME LYNN	TEACHER.....	\$55,280.94
SCHLIER, GRETCHEN B	RECESS AIDE.....	\$6,168.46
SEAGER, KELLY JAMES	TEACHER.....	\$24,172.90
SECINO, GREGORY ANDREW	TEACHER.....	\$81,514.42
SEIFERT, STEPHANIE	EXT DAY	\$2,854.50
SEMENZA, EMILY	EXT DAY	\$1,608.75
SEPPELIN, GAYANE T	PARAPROFESSIONAL	\$23,975.00
SHARKEY, MARCIA ANN	NURSE.....	\$67,869.57
SHATTUCK, LORI BETH	TEACHER.....	\$81,758.83
SHAW, STEPHANIE	PARAPROFESSIONAL	\$32,254.20
SHEA, MICHELLE DENISE	TEACHER.....	\$7,861.08
SHELL, LAUREEN E	SUB.....	\$3,752.50
SHENK, JAY M	SUB.....	\$2,562.28
SIFERT, ERIC L	TEACHER.....	\$77,553.62
SINCLAIR, KATRINA M	TEACHER.....	\$75,365.77
SLATTERY, BARBARA JEAN	SUB.....	\$3,250.18
SMELTEKOP, BRITTANY MICHELLE	SPEC ED TEACHER	\$72,739.20
SMELTEKOP, CHRISTOPHER	SUB.....	\$6,181.20
SMITH, KRISTEN M	SUB.....	\$1,090.62
SOWDERS, BENJAMIN	EXT DAY	\$9,986.48
SPARKS, KATHARINE C	TEACHER.....	\$49,391.88
SPARROW, MICHELLE MARIE	TEACHER.....	\$57,098.80
SPENCER, ELIZABETH A	EXT DAY	\$1,788.50
SPURIA, MELISSA JILL	TEACHER.....	\$20,916.23
ST CYR, MICHELE MARIE	SUB.....	\$2,922.38
ST LAURENT - KUEHL, PAULA J	RECESS AIDE.....	\$5,954.71
STAFFORD, JANE ELIZABETH	TEACHER.....	\$78,548.06
STANGROOM, CATHY	RECESS AIDE.....	\$30,992.79
STANTON, CHRISTINE R	PARAPROFESSIONAL	\$34,123.00
STANTON, GAIL ISABEL	ACCOUNTING	\$73,532.00
STEFANAKOS, PAULA JEAN	TEACHER.....	\$76,848.59
STILES, R LINCOLN JR	TEACHER.....	\$113,276.03
STONE, ANGEL MAE	PARAPROFESSIONAL	\$17,534.67
STONE, JUANA C	PARAPROFESSIONAL	\$25,997.00

STREEKS, STEPHEN
STUKULS, AMY MCFaul
SURPRENANT, JULIE M
SWANEY, DONNA M
SYLVESTER, KRISTINA M
SYVARI, ELIZABETH
SZALAY, LAWRENCE M
SZYMANSKI, JOSHUA P
TAMAREN, CYNTHIA K
TAMAS, MARC W
TAYLOR, KATHLEEN MARIE
TAYLOR, NANCY
TEAGUE, CATHY M
TERRY, PAMELA ELLEN
THERIAULT, KATHI MARIAAGNES
THERIAULT, MARC ANDREW
THERRIEN, JACQUELINE MARY
TOBIA, CAROLYN JEAN
TORREY, LAURA W
TRAINQUE, CYNTHIA L
TREE, JO R
TUCKER, MACKENZIE H
TUFTS, SHARON L
TYROS, DEMETRIOS
UDALL, SUSANNE D
UMINSKI, CHRISTOPHER R
UMINSKI, DAVID PAUL
VAILLANCOURT, MAKAYLAH
VALLEE, SYMANTHA M
VARGO, ERICA
VAUTOUR, JOELLE R
VERA, AIMEE L
VEROUDE, KATHLEEN M
VOLKE, KERRY ANN
WALKER, SEAN G
WALSH, KATHLEEN W
WARREN, JENNIFER LYN
WEIDERMAN, THOMAS N
WELLS, KASEY L
WELLS, SHELLEY MARIE
WETHERBEE, SARA J
WHITAKER, KATHERINE V
WHITNEY-DEAVER, JAMIE C
WIKTORSKI, JOSEPHINE A
WILDER, WENDY JANE
WILLIAMS, DONNA L
WILLIAMS, HEIDI ELIZABETH
WILSON, KELCEY
WIRTA, CINDY L
WIRTANEN, JONATHAN N
WOJTUKIEWICZ, ROBERT J
WOOLLACOTT, ELIZABETH RUTTER
YOUNG, JASON A
ZANGARI, KENNETH F
ZANIEWSKI, KRZYSTYNA MAREE

EXT DAY	\$8,283.76
SPEC ED TEACHER	\$77,664.47
DIRECTOR OF FINANCE	\$126,814.00
CUSTODIAN.....	\$51,364.09
PARAPROFESSIONAL	\$34,948.16
SUB.....	\$4,052.04
TEACHER.....	\$76,607.20
STIPEND.....	\$2,150.00
TEACHER.....	\$42,147.59
SUB.....	\$6,166.26
ASST. PRINCIPAL	\$99,597.50
NURSE.....	\$59,512.64
PARAPROFESSIONAL	\$17,964.23
TEACHER.....	\$74,809.59
ADM ASST.....	\$48,808.17
TEACHER.....	\$53,212.72
TEACHER.....	\$62,015.36
TEACHER.....	\$81,848.06
PARAPROFESSIONAL	\$10,882.38
TEACHER.....	\$5,434.13
SUB.....	\$935.55
TEACHER.....	\$53,020.94
CAFÉ.....	\$14,872.41
TEACHER.....	\$58,841.21
SUB.....	\$8,961.90
STIPEND.....	\$3,786.00
PRINCIPAL.....	\$129,818.61
EXT DAY	\$1,702.25
COACH	\$3,583.00
EXT DAY	\$5,740.72
COACH	\$7,161.00
SPEC ED TEACHER	\$74,268.35
SPEC. ED. DIRECTOR.....	\$111,826.77
TEACHER.....	\$69,854.59
COACH	\$1,987.50
SPEC ED TEACHER	\$74,809.59
TEACHER.....	\$39,144.15
SUB.....	\$9,910.48
EXT DAY	\$3,877.50
SPEC ED TEACHER	\$50,419.18
SUB.....	\$3,311.20
GUIDANCE	\$67,297.54
PARAPROFESSIONAL	\$19,692.34
SUB.....	\$2,249.25
PARAPROFESSIONAL	\$26,256.00
TEACHER.....	\$8,259.06
NURSE.....	\$59,355.51
PSYCHOLOGIST	\$58,584.53
CAFÉ.....	\$16,939.07
SUB.....	\$1,580.87
COACH	\$3,000.00
SPEC ED TEACHER	\$67,659.70
TEACHER.....	\$85,784.59
SUB.....	\$4,267.68
TEACHER.....	\$44,416.79

Cushing Academy Annual Report



Established in 1865 as one of the first co-educational secondary boarding schools in the nation, Cushing Academy was the vision of Ashburnham native Thomas Parkman Cushing. In its first year of existence, 122 students were enrolled; most were from Ashburnham, but others came from throughout Massachusetts and neighboring states. Today there are approximately 390 boarding and day students, representing 30 countries and 25 states.

From its founding through the early 1960s, when the Ashburnham-Westminster Regional School District was established, Cushing proudly served as the town's public school.

In July 2018, Cushing welcomed Dr. Randy R. Bertin as the thirteenth Head of School. Under Dr. Bertin's leadership, the 168 members of the administration, faculty, and staff work with the Board of Trustees to fulfill the Academy's mission: Cushing Academy exists for students and develops curious, creative, and confident learners and leaders.

For over 150 years, Cushing Academy has transformed students as scholars, athletes, artists, and individuals who are endlessly curious and actively engaged in discovering new talents and interests. A Cushing education begins and ends with inquiry. We challenge and support each student through intentional collaboration, feedback, and reflection.

As part of the comprehensive facilities renewal undertaken to transform the Cushing experience, recent major campus improvements have included the construction of the Watkins Field House and of Lee House and Sanborn House dormitories, the replacement of the turf on Quimby Field, and the renovation of the Iorio Arena, which has also benefitted the local hockey community utilizing this facility. Most recently, the expansion of the Fisher-Watkins Dining Commons and the renovation of Ashburnham House dormitory were completed. The renovation of Ashburnham House, built in 1915, has preserved a historic building that is meaningful to the Cushing community and to the Town.

Our students, alumni, and faculty were recognized for many awards, achievements and championships in fiscal year 2018. Highlights include:

- 100% of graduating seniors who applied to colleges were accepted.
- Cushing was granted continued accreditation by the New England Association of Schools and Colleges (NEASC).

- Six Cushing performers represented Cushing in Massachusetts Central District honors ensembles, an all-time record for our school. Two of these students were admitted to the 2018 All-State Music Festival and performed at Boston's Symphony Hall.

- A student won first place in his division in the 16th Annual Young Artist Piano Competition held at Westfield State University.

- Seven Cushing artists were recognized for their work at the 35th Annual Mount Wachusett Community College Regional Exhibition of High School Art.

- Twenty Cushing students were inducted into the Cum Laude Society, a national honor society recognizing scholastic achievement.

- For the first time in the history of the program, Cushing's Robotics team advanced to the VEX Robotics Southern New England Regional Championship.

- Three students qualified for the American Invitational Mathematics Exam (AIME), offered for those who earned a score in the top 5% on the American Mathematics Competition (AMC) 10 or 12. Six students received honors in the AMC 10 or 12.

- A student-created bronze sculpture, featuring penguins and the globe, was installed as a permanent outdoor feature at the new Lee and Sanborn House dormitories. Forty-eight additional works of art by students and alumni grace the dormitories.

- The Varsity Boys' Hockey team earned the championship title in the 44th annual Groton School/Lawrence Academy Holiday Hockey Tournament.

- Varsity B Boys' Hockey captured the championship title in the 2018 Bob Rust Memorial Hockey Tournament.

- Varsity Boys' Hockey advanced to NEPSAC post-season tournament quarterfinals; Varsity Boys' Basketball advanced to the semifinals.

- The Fourth-annual TEDx Cushing event was planned and executed by students and included student and faculty speakers.

- Two students were named to the National Field Hockey Coaches Association High School National Academic Squad, each receiving the title of Scholar of Distinction.

- A member of the ski team became the 2018 NEPSAC Class C Championship Giant Slalom (GS) Overall Winner.

- Track and Field competed at the New England Championships; one female athlete became a New England Champion in the high jump.

- Eight athletes were additionally recognized at the district and league levels for accomplishments in their sports.

- Cushing was represented by three alumni on the USA Women's and Men's 2018 Olympic Hockey teams in PyeongChang: Meghan Duggan '06, Chris Bourque '04, and Broc

Little '07. Meghan was a silver medalist in the 2010 and 2014 Olympics, and as Captain of the USA Women's 2018 team, led the team to its first gold medal in two decades. Additional alumni also participated in the 2018 Winter Games as a studio analyst, on the Olympic Organizing Committee, and on the NBC Broadcast team.

Cushing Academy is proud to be located in Ashburnham and to participate fully in the Ashburnham community. In fiscal year 2018:

- More than 3,500 hours of community service to the Ashburnham community and environs are performed on the annual Tony Fisher Day of Service, which commemorates the life and legacy of alumnus and Board President M. Anthony Fisher '69, who was killed in a plane crash in April 2003. In 2018, students spent the day working at such places as the Greater Boston Food Bank, Heywood Hospital, Oxbow Wildlife Sanctuary, Community Harvest Project, Walden Pond, Salvation Army, Tully Lake Campground, Otter River State Forest, Chair City Community Workshop, Forbush Memorial Library, St. Paul's Episcopal Church, Westminster Congregational Church, The Caring Place, Ashburnham Fire Station, William J. Bresnahan Scouting and Community Center, Gardner American Legion, Bickford Field, St. Denis Church, Stevens Memorial Library, and the Ashburnham Community Church.

- The Academy welcomed the public free of charge to student performances and

to the Cushing Academy Performing Arts Series, which featured three performances by visiting artists. The public was also welcomed, free of charge, to all sporting events throughout the year.

- Cushing hosted the inaugural Girls in Sport Leadership Summit, organized by a faculty member. Student athlete-leaders from around New England participated in a full day of leadership programming and workshops.

- Many members of the faculty and staff serve as volunteers with local organizations, including Ashburnham Town committees, schools, scouting groups, community organizations, and churches.

- Along with volunteering in and around Ashburnham, our students planned and executed two major fundraisers, including Cushing Rocks!, a benefit concert which raised \$5,300 for victims of natural disasters. Students also held the 9th Annual Pink the Rink hockey fundraiser, raising over \$5,000 for the Dana-Farber Cancer Institute.

- Students and faculty volunteers also again served as Dana-Farber runner escorts at the finish line of the Boston Marathon.

In addition to ongoing outreach, new areas of outreach during the current fiscal year include:

- In Fall 2018, Cushing hosted a Special Olympics Young Athletes program, an inclusive play initiative for children ages 2-7 with and without intellectual disabilities.

Cushing students served as volunteers for the free program held on Sunday mornings for 5 weeks. The program will resume in the spring of 2019.

- A student-organized trip to participate in a 4ocean cleanup on Revere Beach, where Cushing students sifted through sand and seaweed to collect and remove trash from the coastline. Additional fundraising has continued for this worthy cause.

Cushing is pleased to host events and to offer facilities for free or at greatly reduced rates to area organizations. In 2018, Cushing:

- Hosted the 17th Annual Ash-West Community Benefit Hockey Game

- Provided cookies and hot chocolate for the Town's 6th Annual Tree Lighting Ceremony

- Provided free and/or discounted ice time to the Oakmont Regional High School Ice Hockey Team

- Provided the Iorio Arena snack bar to an area hockey club to assist in their fundraisers

- Hosted the Greater Gardner Chamber of Commerce's Ashburnham Candidates Meet and Greet

- Hosted weekly meetings of Boy Scout Troop 18, the 2018 Cub Scouts Blue and Gold Banquet, and the Scouting for Food drive, during which approximately 3,000 food items were collected for the Ashburnham Community Church Food Pantry and the People's Church Food Pantry. Cushing also

served as a sponsor for the 2018 Cub Scout Pinewood Derby.

During 2018, Cushing Academy provided over \$15 million in economic impact to Ashburnham and the surrounding communities.

This economic impact took the form of:

- A \$112,000 grant to the Town of Ashburnham Police Department to provide for a second police officer on the overnight shift, providing greater public safety to all residents of Ashburnham.

- Cushing Academy paid over \$12,000 in permit and service fees to the town.

- Cushing Academy paid \$1.9 million to over 335 vendors, suppliers and independent contractors who reside or conduct business in Ashburnham or its surrounding communities. Our three most highly paid vendors – including the Town of Ashburnham itself – received a total of \$1.2 million and all proudly call Ashburnham their primary place of business.

- As part of the major renovation project for the Fisher-Watkins Dining Commons and Ashburnham House dormitory, Cushing Academy paid more than \$4 million to vendors and contractors in central Massachusetts. More than 40 people per day came to our campus in connection with these projects, and they patronized Ashburnham's stores and restaurants daily.

- Cushing Academy employs 17 individuals who own homes in Ashburnham. These families provide over \$127,000 in real estate and excise taxes to the town.

- Cushing Academy provides over \$450,000 per year in grants and scholarships to enable 26 local students to attend the Academy.

- In 2018, Cushing Academy had a payroll of over \$8.7 million; over 46% of the total payroll was paid to Ashburnham residents. Another 23% was paid to individuals who lived in abutting towns/cities.

VOCATIONAL SCHOOL

Annual Report

Monty Tech Vocational School

MONTY TECH
ANNUAL REPORT
2018



MONTACHUSETT REGIONAL VOCATIONAL
TECHNICAL SCHOOL
1050 Westminster Street, Fitchburg, MA 01420
www.montytech.net



Schools across North Central Massachusetts are filled with eager students, talented educators and supportive administrators, all working together toward common goals: student achievement and academic excellence. While students and teachers at Monty Tech work together toward these goals daily, they also strive to achieve vocational-technical proficiency, assuring our graduates have a choice when they graduate: to pursue college or a career or both. As college costs continue to rise, and the need for qualified tradespeople is expanding across our region, having this choice is becoming increasingly important. Preparing our students to make this choice is a privilege, and so we remain committed to providing the best possible educational programs for our students.

Monty Tech academic programs are effectively serving students at all levels, as indicated on the most recent MCAS scores: 95% of students earned Advanced or Proficient scores in ELA, 85% earned Advanced or Proficient scores in mathematics, and 82% earned Advanced or Proficient scores in Biology. Student performance on this exam met or exceeded state-determined targets in every subgroup. Teachers continue to refine curriculum, incorporate new instructional strategies, and challenge every student to reach new levels, and we couldn't be prouder of the results.

School leaders also closely monitor each of the school's 21 vocational programs, to ensure they align with current industry standards, and that they continue to prepare students for entry-level careers in their chosen field. Whether it means purchasing new equipment, incorporating new certifications or credentials into the curriculum, or seeking new educational partners, vocational instructors and school leaders work collaboratively to ensure vocational programs at Monty Tech are among the most comprehensive, current, and innovative programs across the Commonwealth.

The 2017-2018 school year was marked by countless reasons to celebrate our students and staff, who consistently demonstrate vocational excellence and innovation.

Students and instructors in our Carpentry, Electrical, Plumbing, Masonry, HVAC and Property Maintenance, and Cabinetmaking trades completed a two-year long project – a 7,500 sq. ft. building, now home to the school's newest vocational program, Veterinary Science. This project was funded entirely by private sector donations, gifts, local, state and federal grants, and in-kind support in the form of donated materials and labor, and deep discounts on building materials and supplies. School officials raised an unprecedented \$2.6M to support the establishment of the Monty Tech Veterinary Science program - a tremendous accomplishment that reflects the support our community continues to provide our students, faculty and staff.

The Monty Tech Veterinary Clinic is not the only new and exciting opportunity available to our students. The school was recently awarded a \$500,000 Skills Capital Grant, to improve the Engineering Technology, Electrical, and CAD/Drafting & Design programs. This generous grant has allowed instructors to create two innovative learning spaces, intended to replicate working and learning environments maintained by industry leaders in advanced manufacturing and automation. Using this new equipment, students will prepare to become manufacturing technicians, robotics technicians, automation technicians, moldmakers, and CNC machinists at local corporations, filling the existing skills gap across these industries.

While students and instructors across the school continue to demonstrate creativity, innovation, and leadership, school leaders continue to keep an eye on emerging trends in vocational education. As we prepare these talented students to make important life choices, we are reminded that in the end, the choice is theirs to make: college or career or both. It is our job to support their aspirations and to educate and train them to achieve at the highest possible level. On behalf of our talented educators and administrators, who remain focused on delivering the highest quality academic and vocational-technical education possible, I am delighted to present the District's 2017-2018 annual report to you, providing a snapshot of the wonderful experiences happening on a day-to-day basis here at Monty Tech.

Respectfully submitted,
Sheila M. Harrity, Ed.D., Superintendent-Director

Our Mission

Every student will graduate from Montachusett Regional Vocational Technical School with the skills, knowledge, and abilities to be a productive and effective member of an ever-changing society.

Our District

Montachusett Regional Vocational Technical School is a four-year career and technical high school serving the member towns of:

Ashburnham	Harvard	Princeton
Ashby	Holden	Royalston
Athol	Hubbardston	Sterling
Barre	Lunenburg	Templeton
Fitchburg	Petersham	Westminster
Gardner	Phillipston	Winchendon

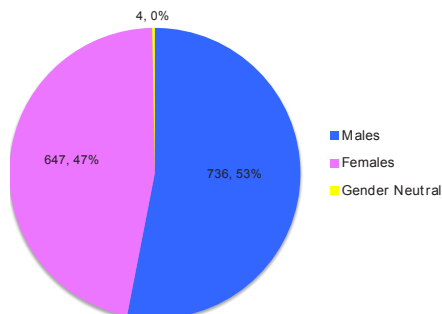
Leadership

The leadership team at Montachusett Regional Vocational Technical School is comprised of ten talented administrators whose varied educational backgrounds, professional experiences, and areas of expertise contribute to the success of the school. Working collaboratively, and under the direction of the Superintendent and Principal, the team has transformed the school into one of the most sought-after high schools in North Central Massachusetts.

Sheila M. Harrity, Superintendent-Director
Tom Browne, Principal
Dayana Carlson, Assistant Principal
Tammy Crockett, Business Manager
Pamela Pothier, Director of Technology

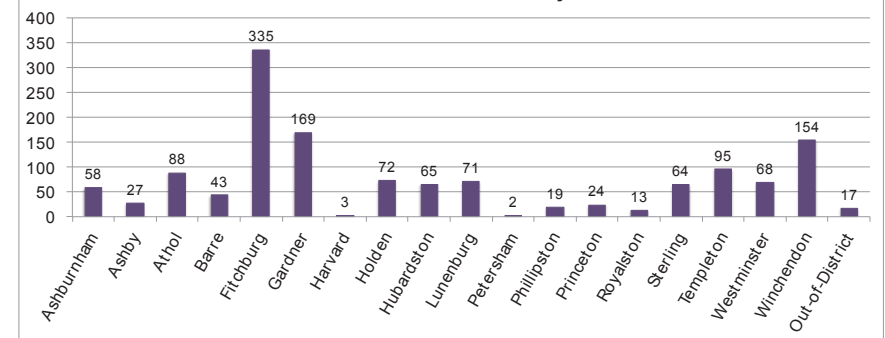
Christina Favreau, Director of Academic Programs
Jim Hachey, Director of Vocational Programs
Michael Gormley, Director of Facilities
Katy Whitaker, Development Coordinator
Victoria Zarozinski, Director of Student Support Services

Enrollment



On June 1, 2018, student enrollment at Monty Tech included 1,387 students in grades nine through twelve, representing each of the district's eighteen sending communities. Each class of students is comprised of a relatively equal balance of male vs. female students, and each student attending Monty Tech has elected to do so, prepared to explore an interest in one of the school's twenty-one rigorous vocational-technical programs. While the school currently offers only five programs non-traditional for male students, and twelve programs non-traditional for female students, we are proud to have a student population that is well- balanced by gender and a variety of academic interests and achievements.

2017-2018 Total Enrollment By Town



Throughout 2017-2018, Monty Tech offered a variety of opportunities for students, parents, and community members to learn about and visit the school. In October 2017, approximately 700 district eighth graders participated in the annual "Tour Day" event. Students toured our twenty vocational- technical areas and learned about the school's challenging academic offerings and exciting athletic and extracurricular programs. Career Awareness Night offered interested students the opportunity to return in the evening with their family members to further explore the facilities and speak with staff members.

The Vocational Interest Program (V.I.P.) offers area seventh and eighth grade students the chance to visit Monty Tech after school and participate in hands-on learning experiences across a variety of vocational/technical areas. The program continued to attract a large number of students during the 2017-2018 school year, serving approximately 600 area students.

Class of 2018 Awards

Members of the Class of 2018 were awarded approximately \$97,000 in scholarships. The Monty Tech Foundation generously provided \$37,250 in scholarships to graduating seniors, ranging in amounts of \$100 to \$2,600. The Foundation also awarded \$3,240 to the Practical Nursing graduates. Once again, local and state organizations, as well as generous individuals, continue to recognize the ability and potential of Monty Tech graduates in the form of financial donations. The School Committee, administration, faculty, and graduates themselves, are grateful for this support.

Articulation Agreements with local colleges also play an important role in helping reduce the cost of higher education. Qualified Monty Tech students are eligible to receive college credits through a number of articulation agreements with public and private colleges across the country. Approximately 57% of the graduating class of 2018 reported plans to enroll at a 4-year college/university upon graduation. By earning college credits while still in high school, these students will save both time and money as they pursue advanced educational programs.

Financial Report

A great deal of effort was put forth by the School Committee, administration, and staff to develop a cost- effective budget for the fiscal year 2017-2018. The final fiscal year 2017-2018 Educational Plan totaled \$26,895,680, which represents a 2.0% increase over the 2016-2017 Educational Plan. The District's FY17 budget exceeds the minimum spending required by Massachusetts General Law Chapter 70 by only \$41,379 or .2%.

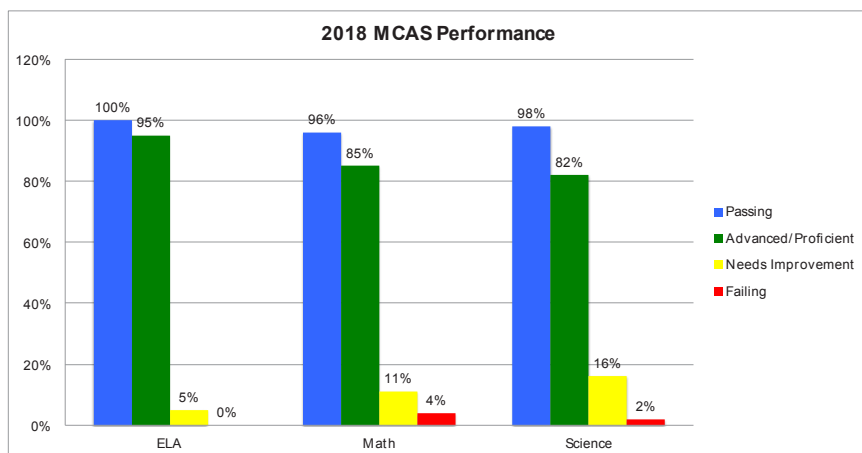
The District was audited in November 2018 as part of the yearly financial audit by the accounting firm of Melanson, Heath and Co. from Greenfield, MA, and received a very good report.

Grants and Contracts

Monty Tech continues to pursue grant funding on an annual basis. These funds help provide many educational and social services to the student population. For fiscal year 2018, state and federal grant sources provided the school with \$991,611. Programs funded by these grants include: Essential Health Services, Social Intervention and Mediation, Improving Teacher Quality, Special Education Services and Program Improvement, Title I Support, Perkins Occupational Education, and Marine Corp Junior Reserve Officer Training. The District also received more than \$508,000 in competitive grants, including a Skills Capital Grant for \$495,000 to purchase equipment for the Electrical, Engineering and CAD/Drafting and Design programs, and a grant from the Community Foundation of North Central Massachusetts in the amount of \$13,919 to expand the school's continuing education program to include an Oil Burner Technician training program. Using these allocation and competitive funds, the school was able to purchase a variety of instructional technology, equipment, and supplies to enhance the learning experience across both academic and vocational programs.

Academic Achievement

In 2017-2018, students at Montachusett Regional Vocational Technical School continued to demonstrate high academic achievement, earning commendable MCAS scores in English Language Arts, Mathematics and Biology. For Spring 2018, Monty Tech's passing rate on the English Language Arts was 100%, Mathematics 96%, Biology 98%.



Monty Tech is committed to providing students with rigorous STEM learning opportunities, and so in recent years, the curriculum has been expanded to include Advanced Placement Programs (two ELA courses, two mathematics courses, two science courses, and one computer science course) and teachers have participated in meaningful, high-quality professional development which will enable us to roll-out two Project Lead the Way biomedical courses in the 2018-2019 school year.

The school is in its 6th year of administering Advanced Placement exams, and students enrolled in AP courses continue to improve their performance. In 2017-2018, Monty Tech had forty-six students achieve qualifying scores, earning advanced standing and/or college credit. More than half of the students who tested in the following subjects received qualifying scores: AP Computer Science Principles (66%), AP Chemistry (53%), and AP BC Calculus (100%). In addition, the AP Chemistry program experienced the most growth in terms of qualifying score as their passing rate increased by 44.7% from 2017 to 2018.

AP Exam Results, 5-Year Review						
	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
Total AP Students	69	57	89	145	120	135
Number of AP Exams	69	62	116	187	148	133
AP Students with Qualifying Scores	36.2%	57.9%	52.8%	26.9%	44.2%	48.9%
Qualifying Scores (State)	72.6%	72.2%	70.9%	70.5%	69.7%	69.9%
Qualifying Scores (Global)	60.9%	61.3%	60.7%	60.3%	60.3%	61.3%
Courses Offered	2	2	3	5	7	7

Data provided by College Board, July 2018

Vocational Projects in the District Communities

Unlike students in traditional, comprehensive high schools, students at Monty Tech are asked to put their education into practice on a daily basis. Students across the twenty different vocational-technical education programs are building homes, reconstructing damaged properties, repairing service vehicles, making walkways more accessible, and performing countless community services.

The 2017-2018 school year was a busy one for our vocational educators, as each trade aimed to provide practical, hands-on learning experiences for our students, while helping to improve each of the eighteen member communities.

Auto Body Collision Repair Technology: The Monty Tech Auto Body shop benefited from new instructional equipment this year. Eight new welding stations were installed, allowing instructors to expand the welding curriculum in an effort to better align with industry standards. New textbooks and a new nitrogen welder were critical as instructors worked to implement a more extensive plastic welding program. In addition to the 100+ community service projects completed last year, students and instructors repaired a trailer for the Westminster Police and clear coated the 9/11 Memorial for the Fitchburg Fire Department. Seniors received their EPA 6 H Certificate, I-Car Pro Level 1 in Refinishing and Non-Structural Repair. And, for the fourth consecutive year, Monty Tech Auto Body students won the coveted World of Wheels Pedal car competition. Seven students earned co-op placements, and one Senior traveled to Louisville, KY, competing in the SkillsUSA national competition in June 2018. Instructors are incredibly proud of his performance, as he was won at the national level and has qualified to compete in the Collision Repair World Competition in Russia, scheduled for summer 2019. (Total student enrollment: 65)

Automotive Technology: As in past years, the Monty Tech Automotive Technology program continues to service a variety of vehicles. Over 400 vehicles were serviced and repaired during the 2017-2018 school year, including vehicles brought in by faculty, staff, public, school and students. Students performed extensive repairs, to include head gaskets, timing belts, and various other technical repairs. Thanks for funding provided by the school's Perkins grant, every student enrolled in the program earned at least one industry-recognized certification, and Senior students were able to participate in the widely renowned ASE Testing. A total of eight students earned co-op placements throughout the school year, which is a testament to the strength of the program, that continues to be the areas premier workforce pipeline for area automotive dealerships and businesses. (Total student enrollment: 70)

Business Technology: Monty Tech's Business Technology program continues to benefit from a unique partnership with Workers Credit Union. The opportunity to participate in teller training and financial literacy workshops has been met with great enthusiasm from students, who completed 9 modules and earned a financial literacy certificate. As a member of the Massachusetts Schools Bank Association through the Federal Reserve Bank of Boston, Monty Tech students are able to compete in the Banking Bowl and Marketing Competitions. Monty Tech Business Technology instructors, in collaboration with their post-secondary colleagues, continue to refine and develop new articulation agreements. These agreements, with Mount Wachusett Community College and New England Institute of Technology, will provide qualified students with college credits at no cost to the student. Students are eligible to receive 18 credits from Mount Wachusett Community College and 16 credits from New England Institute of Technology. Opportunities to demonstrate customer service, cash handling, and accounting skills are ever-present as the Business Technology students successfully operate an in-house retail location, The Gear House School Store, and the Monty Tech Greenhouse. Seven Seniors and nine Juniors were out on co-op placements during the 2017-2018 school year. (Total student enrollment: 68)

Cabinetmaking: Students and instructors in the school's Cabinetmaking program spent a majority of their time during the 2017-2018 school year manufacturing, assembling and installing classroom cabinets, clinic casework, and solid surface countertops in the school's new Veterinary Science training center. Sophomore students crafted 400 maple bread boards with a purple heart accent strip for guests at the 2018 Superintendent's Dinner. Upperclassmen fabricated two credenzas and a bench for Mount Wachusett Community College. These unique pieces were made from the reclaimed maple trees that were cut from the site of their new science wing. Students and instructors completed an additional 40+ projects throughout the school and surrounding communities, to include: three canopy gutter enclosures for the Veterinary Center, a wall of upper cabinets and a computer station for the Electrical shop, two base cabinets and maple doors for Machine Technology, and 36 cosmetology nail tables for Cosmetology. A total of 14 students (9 seniors and 5 juniors) earned co-op placements. (Total student enrollment: 70)

CAD/Drafting & Design: The Monty Tech CAD/Drafting & Design program is increasingly busy each year with outside projects, completing miscellaneous signs and banners for community sports events, craft fairs, and non-profit events. Students also played an instrumental role in 2018 Superintendent's Dinner, designing the layout and décor for this annual fundraising event, and ended the year by designing and installing signage throughout the building for the 2018 graduation exercises. A total of six students were awarded co-op placements, working and learning in area businesses. Four students advanced to the SkillsUSA states competition, representing the program well. Over the course of the 2017-2018 school year, CAD/Drafting & Design students achieved over 100 industry-recognized certifications in AutoCAD, Inventor, Revit, and Solidworks. Program instructors were instrumental in the success of the school's 2018 Skills Capital Grant application, and, as a result, the school was awarded \$500,000. A portion of these funds will be used to establish a fabrication lab for 3D printing, 3D scanning, Injection molding, CNC work, and Laser cutting. (Total student enrollment: 62)

Cosmetology: The Monty Tech Cosmetology program welcomed a new instructor for the 2017-2018 school year, Stephanie Delphia, whose considerable experience in the field, and business acumen as a salon owner, brought fresh perspective and valuable lessons to the students enrolled in the program. Students and instructors in the program provided numerous community services, including basic manicures to the residents at Heywood Wakefield Commons, services to parents who work with disadvantaged children, and numerous walk-in clients. Senior students held three staff appreciation nights, raising funds so that they could travel to New York's International Hair show. Eleven seniors earned co-op placements - the largest number of Cosmetology students placed in the program's history. Finally, for the second consecutive year, every senior successfully passed the Massachusetts Cosmetology State Boards, earning licenses to practice. (Total student enrollment: 87)

Culinary Arts: Monty Tech Culinary Arts students and instructors are always busy with the daily operation of the Mountain Room Restaurant, which is open for lunch from 11:30 am to 1:00 pm Monday through Friday. In addition to operating a full-service restaurant and bakery, serving 90-120 patrons daily, culinary students showcase their talents throughout the year, providing outstanding service at events that include the following: two Program Advisory Committee dinner meetings, four Monty Tech Foundation breakfasts, Monty Tech's Retirees holiday luncheon, a graduation reception, the Women in Technology event, Principal and Counselors' Day, the Monty Tech homecoming dance, MAVA meetings, all School Committee meetings and sub-committee meetings, Gardner AARP luncheon and MHCC volunteer luncheon. Community service opportunities for students are always a highlight, and this year our students prepared meals for Our Father's House, and NEADS events. Students and instructors also prepared and donated pastry and baked goods to the House of Peace and Education in Gardner. The program's greatest undertaking is always the Annual Superintendent's Dinner scholarship fundraiser, during which students work side-by-side with some of the area's finest chefs, preparing a six-course dinner with extensive hors d'oeuvres for more than three hundred guests. Culinary Arts students value industry-recognized credentials, and were proud to earn Allergen Awareness and ServeSafe Certifications. A senior student was recognized by the Massachusetts Restaurant Association with a \$10,000 Scholarship to Johnson & Wales University. (Total student enrollment: 95)

Dental Assisting: A critical component of the Monty Tech Dental Assisting curriculum is the preparation for the Dental Assisting National Board certification exams. Every sophomore passed the DANB Infection Control exam, and every senior passed the DANB Radiology exam. In addition, all senior students successfully completed two full-mouth x-rays on live patients during the affiliation experience, meeting a state requirement for program completion. Three students (one senior and two juniors) earned co-op placements, while the remaining 22 students participated in affiliation/externship experiences in area dental clinics and offices. Students and instructors welcomed Community Health Connections, a school-based dental hygiene program, and provided dental services to more than 60 students in need. Monty Tech Dental Assisting students were given valuable hands-on experience, assisting the staff from CHC during each dental procedure performed. Junior students provided dental education to students at Winchendon Memorial Elementary School and Meetinghouse Elementary School in Westminster, and two sophomore students delivered a presentation on oral care to community members at Gardner Golden Age. (Total student enrollment: 54)

Early Childhood Education: Students and instructors in the Monty Tech Early Childhood Education program are committed to community service activities, and the 2017-2018 school year was no exception. In addition to studying early education and care concepts, students worked collaboratively to raise funds for Lucy's Love Bus, an agency that provided grants for children with cancer that are not covered by health insurance; helped various clubs raise funds for SkillsUSA Change for Children; provided gifts for a child through Kylee's Kare Kits; and provided supplies to Department of Children & Families, in support of foster families taking in infants in emergency situations. Two outstanding program graduates earned their CDA (Child Development Associate) credential, and the Monty Tech Child Care Center continues to operate at full capacity with a waiting list, providing meaningful hands-on learning opportunities for all students in the Early Childhood Education program. (Total student enrollment: 60)

Electrical: Throughout 2017-2018, students and instructors in the Monty Tech Electrical program completed all wiring the school's new Veterinary Science Training Center. This included all underground raceway installations, as well as installing conduits within the walls for all the wiring throughout the building. Program graduates are entering the trade at a prime time, as the electrical contracting business continues to reach new heights. To that end, program instructors worked diligently to place as many students on Co-op as possible, preparing them for a seamless transition from school to work. The program continued to support the building maintenance department by repairing numerous small electrical issues throughout the building. Program instructor, Dean Lepkowski, worked closely with several program advisory committee members to develop a proposal for the school's 2018 Skills Capital Grant application. Their efforts resulted in an outstanding grant application and an award of \$500,000, a portion of which will be used to establish a state-of-the-art A.R.M. (Automation, Robotics, and Mechatronics) Lab, responding to regional workforce needs, student interest, and the critical shortage of high-quality electronic system control and fabrication training programs in the area. (Total student enrollment: 82)

Engineering Technology: The Engineering Technology program at Monty Tech is a rigorous program, infused with nationally certified curriculum provided by Project Lead the Way, and countless hands-on learning opportunities that provide students with opportunities to demonstrate creativity, make connections with prior learning, and earn college credits. During the 2017-2018 school year, 13 sophomore students took the Introduction to Engineering end-of-course assessment, and performed quite well. Seven students earned college credits, with scores of Advanced or Proficient. Eight juniors took the Principles of Engineering and Computer Integrated Manufacturing assessments, and six earned college credits in both areas. In addition, all freshmen completed the OSHA 10-hour General Industry training. Engineering program instructors were pivotal in determining the equipment and materials that should be included in the school's 2018 Skills Capital Grant application, and, as a result, the school was awarded \$500,000. A portion of these funds will be used to purchase a robotic arm, 3D printers and related software, which will benefit the program for years to come. (Total student enrollment: 41)

Graphic Communications: Throughout the 2017-2018 school year, the students in Monty Tech's Graphic Communications shop produced numerous projects for our district cities and towns, and a variety of non-profit organizations in the district. In total, students successfully produced approximately 400 orders, saving cities, towns and non-profit organizations more than \$200,000. The program welcomed 24 freshmen students to the shop, one of whom earned a gold medal at the SkillsUSA district competition. The program was enhanced with the addition of new equipment, which included a popular wide format printer. Of the 21 talented seniors who graduated from the Graphic Communication program, 18 were accepted into colleges/universities and three chose to enter the workforce in related careers. (Total student enrollment: 87)

Health Occupations: The Health Occupations program at Monty Tech continues to educate a large number of students, providing a rigorous education grounded in current medical knowledge and practice. A unique collaboration with Mount Wachusett Community College enables Senior students to participate in an Emergency Medical Technician training program, earning eight college credits at no cost; 11 Seniors completed the EMT Course in 2017-2018. In addition, 15 seniors earned co-op placements, and 24 seniors received their clinical medical assistant certificate. Every junior enrolled in the Health Occupations program earned CPR certification, as well as a certificate in dementia care from the Alzheimer's Association. Students and instructors in the Health Occupations program are particularly invested in community service, and as a result, students hand-made veteran's day cards and sent them to Bedford VA Hospital; bought gifts and clothing for the Fitchburg Community Christmas party; hosted an American Red Cross Blood drive; and held a "Baby Shower" benefiting Battered Women's Resources, Inc. (Total student enrollment: 107)

House Carpentry: In addition to completing construction of the school's new 7,500 sq. ft. Veterinary Science training center, students and instructors in Monty Tech's House Carpentry program supported a number of community organizations, by building and installing window boxes, picnic tables, and even dugout benches for Quabbin Regional High School's softball field. Students also handcrafted countless adirondack chairs for charitable donations. A total of nine students (five seniors and four juniors) earned co-op placements throughout the school year, while all sophomore students successfully completed the OSHA 10-hour Construction training, which enables the students to work on outside projects and qualifies them for the school's popular co-op program in their junior year of study. (Total student enrollment: 59)

HVAC & Property Maintenance: Students and instructors in the HVAC & Property Maintenance program were pivotal in the completion of the new Veterinary Science training center, installing more than 1,000 feet of combined non-potable water, drain and refrigerant lines throughout the building. Five VRF wall units and 14 VAV modules designed to heat and cool the building were also installed. Students earned National EPA Certification for refrigerant recovery, and a total of 12 students (8 seniors and 4 juniors) were placed in area businesses through the school's popular co-op program. Instructors worked throughout the year with colleagues at partner institution, Mount

Wachusett Community College, in an effort to share and align curriculum to a newly proposed post-secondary program at the college, a partnership that would yield benefits to program graduates in the form of articulated credits and/or advanced standing in the post-secondary training program. (Total student enrollment: 58)

Information Technology: The Information Technology program continues to offer students more industry-recognized certificates than any other program at Monty Tech. It is an accomplishment our instructors are so proud of, as these certifications affirm the technical skill proficiency needed for so many entry-level careers in networking and information technology. All Freshmen completed their OSHA 10-hour General Industry training, and completed their VEX Robot Certification. The Sophomores have the opportunity to pass the IC3 Certificate Exam for basic computer hardware, software, and internet knowledge and skills. All Sophomores also passed the Test-out PC Pro Certificate exam and the Cisco IT Essential course for computer repair and maintenance, and the introduction to Networking course. Eight exceptional Sophomores also earned COMPTIA A+ credentials. All Juniors completed the Linux Essentials course, and five passed the CIW Advanced HTML5 & CSS3 Certification exam. All Seniors and one Junior completed the Linux Essentials course, and all Seniors also completed the Python Programming course. Seniors who were not placed in the co-op program were able to participate in the AP Computer Science Principles course, which resulted in four students earning qualifying scores. A total of nine students earned co-op placements, applying their technical skills in area businesses. In total, more than 400 hours of community tech support was completed, which involved hardware and software troubleshooting on desktops, laptops, printers, and mobile devices. (Total student enrollment: 61)

Machine Technology: The 2017-2018 school year brought new technology, curriculum, and a renovated instructional space to the students and instructors in the school's Machine Technology program. As recipients of a \$435,000 Skills Capital Grant, instructors were able to train students in precision measurement, and granted more than 300 certifications to students accordingly. The program also received an additional \$12,000 Gene Haas Scholarship Grant, and used those funds to sponsor four students in advanced training endeavors, and award two college-bound students substantial scholarships. All freshmen received their OSHA 10-hour general industry certification, while 12 upperclassmen earned co-op placements, working and learning in area machine shops. Machine Technology students and instructors also completed a number of outside projects, which included engraving school plaques and cutting key tags for the Fitchburg Police Department. (Total student enrollment: 48)

Masonry: The talents of Monty Tech Masonry students are on display for all to see, with the completion of a beautiful stone veneer on the exterior of the new Veterinary Science training center. In addition, students and instructors poured several concrete pads, installed pavers, and tiled almost every room in the 7,500 sq. ft. clinic. Students also helped to maintain the main campus by replacing four sets of concrete steps at the busy Dukakis Performing Arts Center. Program instructors remain committed

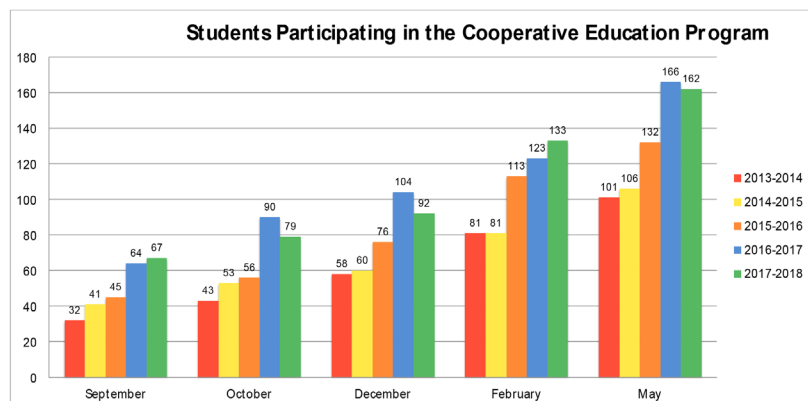
to community service, and as a result, worked with students to complete a number of projects in neighboring communities, to include repairing the memorial brick walk at the Winchendon Veterans Cemetery. Students were introduced to the new OSHA silica standard, and the program benefitted from new equipment, dust free saws and grinders, and continues to operate in compliance with trade regulations. Three students earned co-op placements, and continued to refine their skills working with business partners through the school's co-op program. (Total student enrollment: 60)

Plumbing: The 2017-2018 school year welcomed a new plumbing instructor, Christopher Morrisette, and 18 freshmen to the Plumbing trade. All freshmen successfully completed the OSHA 10-hour General Industry safety training, while the sophomores completed the OSHA 10-hour Construction Training. Seniors also earned the Mega-Press gas piping certification at the Viega training facility in Nashua, NH. Students and instructors worked diligently to complete the Veterinary Science training center, and completed a variety of plumbing repairs throughout the main building. A total of 13 students (nine seniors and four juniors) participated in the school's popular co-op program. Two outstanding seniors were recognized for their outstanding technical skills, receiving scholarships from the Plumbing, Heating, and Cooling Contractors Association of Massachusetts, and from the Central Mass Plumbing & Gas Inspectors Association, which will be used to continue their education. (Total student enrollment: 71)

Veterinary Science: In 2017-2018, Monty Tech launched its 21st vocational-technical education program, Veterinary Science. After a very successful exploratory program, 22 students were accepted into the program and are proud to be Monty Tech's first class of Veterinary Science students. All freshmen completed the OSHA 10-hour healthcare training, and spent the second semester engaged in introductory animal science lessons, as well as a number of valuable field trips to support the new curriculum, with trips to: UMASS Amherst to study Equine Reproduction Medicine, Lilac Hedge Farm and Jordan's Dairy to observe agricultural production facilities in Massachusetts, Feed Commodities International to observe individualized rations being created for dairy farms, and Dakin Humane Society to discuss the industry of animal sheltering, with particular emphasis on the veterinary care required. (Total student enrollment: 22)

Welding/Metal Fabrication: The 2017-2018 school year brought new equipment to the students in the school's Welding/Metal Fabrication program, which enabled instructors to incorporate pipe welding, light gauge material welding and grinding techniques into the curriculum. Numerous projects were completed by talented students, including more than fifty requests for individual projects from community members residing in the school's sending district. All freshmen students successfully completed the OSHA 10-hour General Industry training, and a total of 11 upperclassmen (eight seniors and three juniors) were placed in area shops, working and learning from trade professionals who support the school's co-op program. (Total student enrollment: 60)

Co-operative Education and Student Placement



The Cooperative Education Program is an extension of the student's technical education that combines classroom instruction with on-the-job-training. The Co-op Program provides students the opportunity to further develop academic, technical and employability skills in an industry work environment. All students are eligible to participate in Co-op Program, provided they satisfy state and school grade, attendance and performance requirements. All Co-op students have completed the OSHA recognized Career Safe online health and safety course.

The Cooperative Education Program is beneficial for both student and employer. For the student, it is a chance to gain on-the job training that improves both their technical and employability skills. Additionally, making industry connections enhances post-graduate employment opportunities. The Co-op Program allows students to earn while they learn.

Employer benefits include addressing workforce needs in an efficient manner. Coop students provide a pool of temporary and potential full-time employees who are already trained, thus reducing employer training costs. Co-op work hours may be tailored to suit the needs of partnering employers. During school year 2017-2018, approximately 25% of qualified students (Juniors and Seniors) earned Co-op placements, working, learning and applying their technical skills related in area businesses.

Student Support Services

During the 2017-2018 school year, Montachusett Regional Vocational Technical School District provided special services to approximately three hundred students – measuring progress of over two hundred students on Individual Education Plans (IEPs) and just under one hundred students adhering to individualized Section 504 plans. While the Student Support Services (SSS) Department encompasses special education, the department provides support and is available to all Monty Tech students.

The department includes a full-time nursing staff that administers medications, performs state-mandated health screening exams, and provides, when necessary, health information to the special education team for a student's IEP meeting. The department benefits from a full-time school social worker that participates in departmental meetings and assists students who have needs concerning finances, family issues, homelessness, maternity, health issues, and proper food and clothing. The school is also fortunate to have on staff a full-time psychologist, whose role it is to evaluate all students referred for an initial evaluation or who require a three- year re-evaluation. In addition, we have a full-time speech language pathologist, who is available to assist students with disabilities, assess these students and consult with teachers. Our students also have access to the services of a full-time adjustment counselor and part-time school psychologist. All of these individuals are available for scheduled counseling sessions, mental health emergency treatment, medical/mental health re-entry and transition support and services, as well as crisis intervention.

The school's Director of Student Support Services oversees the District's Special Education Program, which is reviewed annually in May, in accordance with regulatory requirements. The comprehensive review and evaluation are done in collaboration with the Parent Advisory Council, and the results of the evaluation are used to improve the special education procedures and programs in place at Montachusett Regional Vocational Technical School.

SkillsUSA

SkillsUSA is a partnership of students, teachers and industry working together to ensure America has a skilled workforce. Through the school's association with SkillsUSA, our students develop job skills, leadership and professional skills, as well as provide community service. The 2017-2018 school year was an extraordinary one for our chapter of Skills USA. The students met the challenges of district competitions, performed well at the state level, and prepared for the national conference. They also conducted several community service projects and raised money for various deserving charities. Serving as co-advisors were Michael Forhan, Auto Body Instructor, Anne Marie Cataldo, Early Childhood Education Instructor, and Brad Pelletier, Special Education Instructor. Highlights of the year include:

- In September 2017, twenty-seven students applied and were accepted to form the Monty Tech SkillsUSA Leadership Team. After two leadership training sessions, seven officers were elected.
- In November 2017, twenty students, consisting of chapter officers and Leadership Team members attended the Annual Fall State Leadership Conference, where they participated in workshops and leadership exercises and performed community service at an area YMCA Day Camp.
- The SkillsUSA local competitions took place November 27th – December 13th, and the students learned on December 15th who would advance to the next round of competition.

- In December, the chapter adopted twenty-five children from Kylee's Kare Kits and provided gifts for these underserved children. Several members of the leadership team assisted wrapping and packaging gifts for the children.
- A total of forty-two medals were captured at the District Competition held in March 2018 at Bay Path Regional Vocational Technical School: sixteen gold, thirteen silver, and thirteen bronze medals were awarded.
- Samantha Collette, a senior in the CAD/Drafting & Design program, was selected to serve on the State Advisory Committee to help aid in the planning of the State Conference.
- Thirty-six district medalists and qualifiers, thirteen local leadership and occupational related event contestants, one state officer, and sixteen voting delegates attended the State Leadership and Skills Conference, held in April 2018 at Blackstone Valley Vocational Technical School. There, five students were awarded gold medals, and earned the right to compete at the very competitive National Leadership & Skills Conference held in late June.
- Thirteen students and five instructors attended the National Leadership & Skills Conference in Louisville, KY in June 2018, where Kayla Gerry, a 2018 graduate of the Health Occupations program, earned a silver medal.

Technology

The 2017-2018 school year brought increased access to technology for all students, through the school's popular 1:1 Chromebook initiative. Google Cloud Print and numerous printers located throughout the building provide students with options to print or share their work with classroom instructors. Two Chromebook charging stations, located in the cafeteria and library, give an added layer to support to students who may need to charge their devices throughout the day.

An outstanding Instructional Technologist, Ellen Gammel, was hired, bringing expertise across a broad spectrum, to include educational technology, software, and troubleshooting tips. Several members of the school's leadership team joined Ms. Gammel, traveling to Orlando, FL to attend the annual Future of Education Technology Conference, with the goal of identifying new solutions, technologies, and best practices that will enhance the school's technology-driven approach to education.

To support the 1:1 Chromebook initiative and other technology needs, Monty Tech successfully completed a number of necessary infrastructure upgrades, using federal e-rate dollars totaling \$109,114.70. The school's external bandwidth speeds have been increased to 1.5 GB and internal bandwidth to 10GB to better ensure continued connectivity and speeds appropriate with a high-use learning community.

Marine Corps JROTC

The Monty Tech Marine Corps Junior Reserve Officer Training Corps (MCJROTC) had an extraordinary 2017-2018 school year. Perhaps the most noteworthy accomplishment was the cadet corps' remarkable response to Hurricane Harvey. With the support of the surround communities, the cadets were able to raise almost \$100,000 in cash and

materiel for relief efforts. With the assistance of the United States Marine Corps, 56 cadets and 15 adults flew to the Houston area where they spent 7 days working on homes that were damaged by the storm.

The Monty Tech JROTC Cadet Corps was honored to host the Wreaths Across America Convoy with a remembrance ceremony as it made its way down to Arlington National Cemetery.

The Cyber Security Team received national recognition by securing a place to compete in the Air Force Association's National Cyber Security Competition held in Baltimore, MD, for the eighth consecutive year. The competition field began with over 1900 hundred teams battling for just 13 seats, and Monty Tech placed 6th in the highly competitive field.

The 2017-2018 Corps of Cadets completed over 10,000 hours of community service, conducting a major food drive with United Way, working side-by-side with the Marine Corps Reserve in a national Toys for Tots campaign, and spending six weekends working with the local Salvation Army helping to raise over \$25,000 for needy families.

During the summer of 2018, our Cadet Cyber Team was asked to support a Cyber STEM camp for the National Marine Corps JROTC program. The Cyber Team coordinated the 8-day camp that focused on defending cyber networks from attacks. The camp also offered an introduction to robotics programming using the VEX Robotics System and computer programming using the CanaKit Raspberry Pi 3's. The camp was attended by 120 students, representing twelve states, and was a wonderful success for all involved.

Student Athletics

The Monty Tech athletic program was proud to provide meaningful extracurricular activities to more than 500 students during the 2017-2018 school year, participating on our freshmen, junior varsity, or varsity teams. Seventeen teams competed in the fall 2017, thirteen during the winter season and 11 represented the school in the spring of 2018.

The varsity football team struggled the first part of the season, but won the two non-playoff games against Gardner and Tyngsboro, ending the season with a 2 – 9 record. The varsity boys soccer team finished the regular season with a 10 – 5 – 2 record, led by Charlie Kelley, with 23 goals and 8 assists on the season. The JV boys soccer team is expected to have a promising future, as the young team finished 7 – 7 – 2. The varsity girls soccer team finished at 5 – 9 – 3, while the junior varsity girls soccer team finished with a record of 7 – 3 – 5. The varsity field hockey team finished the season with a 10 – 7 – 2 record, losing 3-0 to Quaboag in the district tournament. The young freshman/sophomore JV field hockey team ended their season with a 3 – 2 – 4 record. The varsity golf team earned a spot in the district tournament, with a record of 7-7, while the junior varsity team participated in a handful of tournaments and official matches, working on improving their scores. The varsity girls volleyball team had a disappointing year,

finishing 3 – 17, but the JV team may be able to help build a stronger program in future years, as they finished with an improved record of 7 – 9. The varsity boys cross country team finished 9 – 3 overall and 6 – 3 in the Colonial Athletic League, while the girls cross country team finished 6 – 4 overall and 3 – 4 in the league.

The boys varsity basketball team qualified for the district tournament, with a record of 13 – 7, losing in a thrilling home game with Marian, 80 – 76. The JV boys basketball team finished at 9 – 10 and looks to send some talented players to the varsity team next. The freshmen boys basketball team finished 5 – 14, winning three of their last four games. The varsity girls basketball team had a very successful campaign, with a regular season finish of 16 – 4. They extended their season, qualifying for the district tournament, where they defeated Tahanto 57 – 33 and Main South 40 – 36, and advanced to the semi-finals, where they played a hard fought game against Maynard, losing 60 – 54. With the core of the team retuning next year, it should be a very interesting season. The JV girls basketball team were 15 – 4 on the season, and expects to send some talented players to the varsity level during the 2018-2019 school year. The freshmen girls basketball team finished with a record of 9 – 7. The Monty Tech wrestling team finished with a record of 7 – 18, but were still able to place second in the Colonial Athletic League. The indoor track and field teams look to improve in the coming years, with a finish from the boys at 1 – 7 and the girls team recorded a 0 – 8 finish. The varsity boys ice hockey team finished 10 – 9 – 1, losing to the Worcester team 4 – 3 in the tournament. The girls ice hockey team continues to improve each year, and after graduating three players, hopes to recruit some new players in the coming school year.

Due to poor field conditions, the varsity baseball team was unable to host a home game, finishing the season with a record of 5 – 15. The JV baseball team finished 1 – 10, and freshman baseball team struggled with a record of 2 – 5. The varsity softball team continues to excel, finishing the regular 16 – 4, and winning the first two games in the district tournament, before losing to Hopedale 11-5 in the finals. The JV girls softball team finished 12 – 3 and should provide some talented players to future teams. Boys varsity lacrosse finished with a 5 – 13 record, while the JV boys lacrosse team had a solid season, finishing 8 – 5. The varsity girls lacrosse team ended with a 3 – 14 record, while the JV girls lacrosse had 5 – 5 season. Finally, with more than 50 student athletes participating, the boys and girls track and field teams both had a very successful season; the boys finished at 5 – 3, while the girls ended with a record of 4 – 5. Congratulations to the Outstanding Male and Female athletes for 2017-2018,

Nick McDermott and Erica Regan.

Monty Tech School of Continuing Education

The Monty Tech School of Continuing Education continues to update and add courses that emphasize a commitment to excellence by offering affordable, quality, and enjoyable educational experiences. For the Fall of 2017, Monty Tech offered 140 classes with 871 registrations, and during the Spring 2018 semester, there were 114 post-graduate and continuing studies courses, with 671 registrations.

The program is on track to support North Central Massachusetts workforce readiness pipeline with an increase in career and licensure courses. The students earn industry-recognized credentials, and participate in externships to support the hands on learning component. We continue to increase our small business partnerships, and the number and quality of personal enrichment classes - sewing, knitting, acrylic painting and glass fusing, to name a few. Catalog distribution has more than doubled, from 80,000 to 170,000 copies, and the relatively new online registration feature continues to add value to our students and instructors.

Spring 2019 will see an Oil Burner Technician certification prep courses come to fruition. This will provide our community members with a high quality, affordable entry into a viable career pathway. Upon completion of the 120-hour program, students will have the opportunity to sit for the oil burner technician state licensing exam, and begin their work in the oil burner industry.

The continued success and sustainability of an adult education program is based on hiring quality instructors and meeting the needs of the community and supporting workforce development. Our goal in the coming year includes increasing our adult education course offerings, with a continued concentration on career programs. Stay tuned for Pharmacy Technician, Medical Billing and Coding, Manufacturing Boot Camp and Apprenticeship opportunities at the Monty Tech School of Continuing Education.

Practical Nursing Program

The Monty Tech Practical Nursing Program is designed to prepare graduates to practice safely, ethically and in a caring manner for patients who are experiencing common variations in health status in diverse health care settings. On June 28, 2018, a graduating class of 35 students completed the Practical Nursing Program and entered the nursing profession. The class achieved an initial pass rate of 77%, with 27 of the 35 graduates passing the NCLEX-PN exam. Five graduates are waiting to take their NCLEX- PN exam, and three graduates are expected to retake the examination in the coming months.

All of the 2018 graduates are currently employed in the health care profession throughout Massachusetts, and many are working within the eighteen cities and towns of the Monty Tech school district as LPNs in various health care settings, ranging from long term care, sub-acute care to mental health facilities.

The Monty Tech Practical Nursing Program continues to develop the “LPN to BSN Bridge” relationship with Fitchburg State University. Several 2018 graduates are pursuing seats in the LPN to BSN program at FSU and will be continuing their education to the Bachelors in Nursing. Many class applicants cited their attraction to Monty Tech as the opportunity to complete a ten-month accelerated program and then bridge to Fitchburg State University.

Monty Tech Practical Nursing students are now completing patient scenarios in the Sim Lab on a weekly basis in Terms 2 and 3. The Faculty Sim team has implemented National League of Nursing (NLN) patient scenarios consistent with our curriculum frameworks, and have also utilized the Sim lab setting to instruct students in developing nursing skills that they may not be experiencing in the clinical setting. Instructors have successfully developed and implemented a Maternity Sim lab boot camp where students utilize the new simulation models to simulate the birthing process. Student feedback has been positive regarding these new maternity scenarios, stating it better prepares them for an unexpected outcome during a delivery.

Substance abuse and the mental health setting job opportunities have increased with more funding being provided to combat the opiate crisis. Having a clinical rotation at AdCare Hospital in Worcester, and performing simulation scenarios involving substance abuse clients, has better prepared our graduates to work in a substance abuse clinical setting, as well.

Looking Ahead

While the Montachusett Regional Vocational Technical School District educational community is certainly proud of the achievements of our talented students, faculty, and staff, we continue to have an eye toward the future, always committed to improving our vocational and academic programming, strengthening key partnerships, and maintaining facilities that contribute to student success and achievement. As we look ahead, there are a number of programs and initiatives that we expect will have a positive impact on our school and students for years to come.

Expand science offerings to include new biomedical courses: For several months, school officials worked to launch an exciting new biomedical science program. Using grant funds, a science lab was renovated, transforming it into a biomedical science laboratory, aligned with current industry standards. In addition, one talented instructor, Mr. Dylan Hager, attended four weeks of intensive teacher training (2 weeks during summer 2017 at the University of San Diego, and 2 weeks during the summer of 2018 at the University of Washington). While Mr. Hager spent weeks preparing this exciting new coursework, school officials purchased the supplies and materials necessary to deliver two rigorous Project Lead the Way courses, Human Body Systems and Principles of Biomedical Sciences. These courses, which will be available to students Fall 2018, are expected to engage students in a variety of hands-on learning opportunities in a newly renovated laboratory environment that replicates industry

standards. Students will be trained in the safe and effective use of the same tools that professionals in hospitals and laboratories are currently using and will work together to find solutions to real-world problems by analyzing medical histories, reading and interpreting autopsy reports, and understanding basic biology and human physiology.

Celebrate the completion of the school’s newest instructional space: For two years, students and instructors in our Carpentry, Electrical, Plumbing, Masonry, HVAC and Property Maintenance, and Cabinetmaking trades worked to complete an incredible project – a 7,500 sq. ft. building, which would become home to the school’s newest vocational program, Veterinary Science. With construction of this state-of-the-art facility completed during the summer months, school officials celebrated the finished product with local and state officials, donors, and community members who helped bring the innovative animal science program to Monty Tech. While the facility will not be open to serve pets until Fall 2019, Monty Tech Veterinary Science students will work and learn in the new space in the 2018-2019 school year, preparing for a successful opening September 2019.

Expand post-secondary and continuing education opportunities: Montachusett Regional Vocational Technical School is home to a very popular evening program that, in recent years, has expanded to include countless workforce readiness programs. A generous grant provided by the Community Foundation of North Central Massachusetts has enabled school officials to begin developing a new, meaningful workforce training program that will have an immediate and positive impact on regional workforce needs. In 2018-2019, an Oil Burner Technician Certification course will be made available to non-traditional students with an interest in pursuing entry-level careers in HVAC trades. This evening program, the only such course in North Central Massachusetts, will include three industry-recognized certification opportunities and will undoubtedly benefit dislocated workers who have been interested in related careers but unable to participate in the required training, due to lack of offerings or high costs associated with similar training programs.

Expand the school’s marketing efforts: A Monty Tech high school experience is one students must choose, and to ensure that every interested student in our sending district has access to information needed to make sound decisions regarding his/her high school experience, it is imperative that the school’s marketing efforts are expanded to include a variety of social media platforms. While the school currently hosts an updated website and Facebook page, school officials are exploring adding Twitter and Instagram accounts, in an effort to continue to engage interested students and parents.

The Monty Tech School Committee

The Montachusett Regional Vocational Technical School District Committee is comprised of twenty-one dedicated individuals, whose expertise proves invaluable in advising the district's operations, policies, and procedures. Our students continue to benefit from the broad scope of their experiences and varying perspectives, and we are thankful to the following members of the 2017-2018 School Committee for their outstanding service.

Brian J. Walker, Fitchburg

Chair

Diane Swenson, Ashburnham

Vice Chair

Peter Capone, Ashby

Toni L. Phillips, Athol

Whitney Marshall, Barre

Claudia Holbert/ Dr. Robert Babineau, Fitchburg

Dr. Ronald Tourigny, Fitchburg

Melanie Weeks, Fitchburg

Eric D. Commodore/ Matthew Vance, Gardner

James S. Boone, Gardner

Vacant Seat, Harvard

James Cournoyer, Holden

Kathleen Airoidi, Hubbardston

Barbara Reynolds, Lunenburg

Edward Simms, Petersham

Eric Olson, Phillipston

John P. Mollica, Princeton

Mary C. Barclay, Royalston

Dr. Kenneth I.H. Williams/ William Brassard, Sterling

James M. Gilbert, Templeton

Ross Barber, Westminster

Austin Cyganiewicz, Winchendon

Terri Hillman

Secretary

Norman J. LeBlanc

District Treasurer

Respectfully Submitted By:

Sheila M. Harrity, Ed.D., Superintendent-Director

January 17, 2019

**Montachusett Regional Vocational Technical School 1050 Westminster
Street**

Fitchburg, MA 01420

(978) 345-9200

www.montytech.net

HUMAN SERVICES

BOARD OF HEALTH

Annual Report

To the Honorable Board of Selectmen and the Citizens of Ashburnham:

The Board of Health meets the first Monday of every month. Meetings are open to the public and are held in the Lower Level Meeting Room at the Town Hall. If any resident would like to discuss a matter dealing with a public health issue, they may contact the Land Use Office at 978-827-4100 x117 to schedule a hearing or request a Board member to return their call. You can also contact the Health Agent on Tuesdays and Thursdays from 8:30–10:00am at 978-827-4100 x116. We also encourage you to visit our website, which has information on how to choose a contractor, regulations and many other helpful topics.

We continue to monitor all regulations within the jurisdiction of the Board of Health. The Nashoba Associated Boards of Health annual report outlines what the Board has permitted for 2018. The Board, with the help of the Nashoba Associated Boards of Health, also held several successful seasonal flu clinics, as well as a rabies vaccination clinic in town.

This year, the Board adopted new tobacco regulations, which included, among other things, a requirement that ALL persons purchasing tobacco products be at least 21 years old and flavor restrictions.

The Board has also been working to update and complete their Emergency Operations Plan, which outlines the procedure for opening and operating an Emergency Dispensing Site, should it become necessary. The Board is always looking for volunteers to assist with this operation, should it need to be opened and staffed. Please contact the Board if you are interested in becoming a volunteer.

As a reminder to citizens, if you have your garbage picked up please make sure the company you choose holds a license from the Ashburnham Board of Health. The license allows the company to collect and transport residential and commercial solid waste in Town. Waste generated by ones own household and construction and demolition debris are exempt from the requirement to hold a license.

Respectfully,

Glenn Hathaway, Chairman
Dr. F. John McLaughlin
Scott Sibley
Patrick Durkee
Thomas Flanagan

COUNCIL ON

AGING

Annual Report

To the Board of Selectmen and citizens of Ashburnham, September of 2018 marked 7 years that the seniors have been on the second floor of the Town Hall. Life has crept back into our Council on Aging. There is now a full COA board with 10 members. New programs have been implemented and are growing regularly.

The Council on Aging is a Town Department officially established at the 1994 Town Meeting.

Mission Statement:

The Ashburnham Council on Aging supports a healthy and enriched lifestyle for our Seniors by identifying their needs and advocating on their behalf; designing and implementing services to fill these needs; assisting Seniors to maintain their independence to be active members of our community and by enlisting the Community's support and participation.

The Senior Center is open from 9AM-2PM Monday through Thursday. Closed on Friday. Phone #978-827-5000 or 978-827-4100 extension 124 to leave a message. The COA van runs Monday through Friday except for Holidays and snow days.

The COA Director reports to the Town Administrator. The COA Board and the COA Director work together to provide services and programs, set policies and oversee the budget to meet the needs of the seniors. Council on Aging Board meets the second Monday of the month at 11:00.

Montachusett Opportunity Council (MOC)

The Montachusett Opportunity Council (MOC) provides Congregate meals at the Senior Center Monday through Wednesday at noon. The donation is \$3.00 per meal. Please call the day before to reserve the meal.

The meals-on-wheels program is designed for the homebound and is a safety net for the home bound. The drivers that deliver become familiar with the people on the route and report concerns to the COA Director. The donation for this meal is \$3.00 per meal and meals are delivered Monday through Thursday. Friday meal will come Thursday as a frozen meal. Call MOC @ 978-345-8501 Ext #1 to set up delivery.

A BIG thank you to the volunteers who delivered the meals weekly: John Johnson, Rachel Graham, Rick Shaw, Michael Horniak, and Michael Stackhouse.

Congregate Meals Served at the Senior Center for 2018

Meals served: 146 to 16 unduplicated clients.
Meals on Wheels/Home delivery
Meals delivered: 1763 to 19 unduplicated clients.

Montachusett Regional Transit Authority: MART

The Ashburnham Council on Aging Mobility Assistance Program.

Call the Senior Center @ 978-827-5000 at least 24 hours prior to reserve the local MART Van or the long-distance Medical Van for your appointments. To speak to a Dispatcher call Monday-Thursday between 9AM until 2PM or leave a message which will be retrieved during operating hours.

Mart Van Local Service

#of hours in operation	1500
#of days in operation	222
#of miles traveled	29,531
#of non-duplicate riders	301
Trips:	
Medical:	373
Social:	228
Shopping:	900
Other:	500

COA Van Long Distance Service

#of hours in operation	662.25
#of days in operation	115
#of miles traveled	14034
#of non-duplicate riders	190
Trips:	
Medical:	175
Social:	194
Shopping:	72
Other:	6

The ten-seat passenger van is very popular with our seniors giving them the opportunity to travel out of the area for excursions or much needed medical appointments.

This year our seniors enjoyed the following excursions:

March: Christmas tree shop in Nashua NH. April: Mohegan Sun. May: Stone Cow in Barre. June: Sand Sculptures and a little seafood by the ocean of Hampton beach NH. July: Merrimack Mall, NH August: Mystic Seaport & the Annual Sheriff's picnic in Shrewsbury. September: Kittery Maine. October: Topsfield Fair. November: Christmas tree shop Nashua and finished our year in December Springfield for the Bright Nights of Forest Park in Springfield MA.

The Senior Center also hosted its seventh annual Community Health Fair with 15 vendors. Flu shots were offered to the community and given by the Nashoba Board of Health.

In December our seniors enjoyed a Christmas Party at McNally's. 52 seniors attended the holiday festivities.

The COA hosts many informative presentations throughout the year for the health and wellbeing of our seniors.

Destress Your Life: Presented by Summit Elder Care.

Microbiome: Presented by MOC Elder Care.

ACT picnic: Presented by Ashburnham Conservation trust.

Estate Planning: Presented by Elizabeth Kalmansson, Attorney at Law.

Medicare Fraud: Presented by Senior Medicare Patrol (SMP)

Wills and Trusts: Presented by GFA Bank.

Dispatcher and Van Drivers

Dispatcher- Mike Horniak

Another big shout out to all our COA van drivers who go above and beyond in their service to the COA- Dave Brown, Bruce Hill, Gerard Thibeault, Robert Wotton, Mike Horniak and a huge welcome to our newest driver, Jon Bowdoin.

Tax Rebate Work Program

The Town of Ashburnham appropriates monies each year to assist seniors with their real estate taxes. Seniors, who are willing and able to work 150 hours in various town departments, earn a maximum of \$1500 credit on their real estate tax bill.

New programs and services

The COA has grown significantly and many new programs were implemented. Woodworking and wood painting (figures) were introduced with a big thank you to Roy Gilbert and Paul G.

Pickleball was introduced and instructed by Jeff and Rose Lawrence. The net was donated by the USA Pickleball Association (USAPA).

Blue Cross Blue Shield, partnered with Silver Sneakers, and began a class which started in November. This class is run by Paula MaGee.

Our first Go4Life walk was a big hit thanks to a grant from the Massachusetts Councils on Aging. The walk was held at Bush Hill and was a great success in part to all that participated. Parks and Recreation, Library, Boy Scouts, Public Safety Department,

Ashburnham Conservation Trust and the COA all worked hard to make this walk a success!

A SHINE (Serving the Health Information Needs of Elders) counselor started in July of 2017 and he has assisted approximately 16 seniors this year with their health care needs. SHINE provides free health care information, assistance and counseling to Medicare beneficiaries of all ages.

The COA offers events sponsored by the Ashburnham Cultural Council. Last year they supported The Brass Monkey with Steve Henderson. It was a GREAT show!

Respectfully Summited,

Janet Robbins, COA Director

See back inside cover for activity chart

VETERANS AGENT *Annual Report*

Massachusetts has provided benefits to its veterans since colonial days. From the French and Indian Wars to the Global War on Terrorism, the Commonwealth of Massachusetts provides financial assistance to veterans in need.

Massachusetts General Law Chapter 115 (MGL Ch.115) requires every city and Town to maintain a Department of Veterans Services and establish a Veterans Services Officer (VSO) to assist in dispensing these benefits.

This is the only state in the nation that, by law, requires every municipality to have a Veterans Agent or VSO employed to assist Veterans and their survivors.

Veterans with incomes at or below 200% of the Federal Poverty Level can receive financial assistance under MGL Ch.115 as long as they meet the cash asset limits:

200% Federal Poverty Level (FPL)

Number in Family	Maximum Monthly Income
1	\$ 2,081.63
2	\$ 2,818.33

Cash asset limits (home and car exempt)

Single	\$5,000
Married	\$ 9,800

MGL Ch.115 has authorized the towns to assist its Veterans with 75% of that amount reimbursed back to the town for its support of Veterans Services.

The office is located in Room 131 of the Westminster Town Hall at 11 South St. for the towns of Ashburnham, Hubbardston, and Westminster.

Office hours are Wednesdays 10-4pm and the contact information is by phone at (978) 874-7461 or email jsharp@westminster-ma.gov.

Please contact me if you have any questions.

Thank you for your service and welcome home!

Sincerely,
Jared Sharp



**CULTURE, RECREATION
AND SPECIAL
COMMITTEES AND
BOARDS**

**CULTURAL
COUNCIL**

Annual Report

The Ashburnham Cultural Council (ACC) is a local nonprofit organization that provides financial support, services or other programs for arts organizations and individual artists in the community or region. ACC runs under the auspices of the Massachusetts Cultural Council. During our grant cycle, we aim to give support to local

public programs that encourage education, diversity and excellence in the arts.

Applications are initially screened using the following criteria:

Projects must have a confirmed performance/exhibit date, audience, and venue. Applicants must provide a venue confirmation and date in the form of a letter and/or approved reservation form from the venue host.

Applications will then be evaluated using all the following criteria:

- Benefit to Ashburnham and the local area
- Collaboration between local institutions
- Artistic excellence (as reflected in resumes, letters, press, videos, other qualifying materials).
- Diversity of age groups, cultural backgrounds and artistic disciplines
- Originality
- Feasibility—ability of the applicant to carry out the project as proposed

In 2018, the ACC received \$ 4600 from the MCC for FY2019 allocation. There was \$150 in the account for extra distribution. The total, \$4750, was distributed as follows:

During year 2018, the Ashburnham Cultural Council met to brainstorm ways to invigorate the cultural life of the town. Specifically, we benefited from communicating with Rosemarie Meissner, a member of the Ashburnham Selectman, to explore ways to develop our presence in Ashburnham. In 2019, we plan to meet more often to bring significant offerings to the Ashburnham community. We also hope to create an “Arts Action Committee” of individuals who will help to support us in our goals. Another goal is to add more members who are interested in supporting the arts and culture for this beautiful town.

Members of the committee supported and attended local concerts and art openings as often as possible happening within the community.

The members of the ACC are appointed by the Board of Selectman to allocate grants funded by the Massachusetts Cultural Council (MCC), a state agency. Funding is based on the town census.

In 2018, our members included the following individuals.

Members/Expiration date:

Rebecca Cinclair/ 2019
Deborah Gardner / 2019
Monica Tessitore / 2019
Wendy Landry Margo / Fall 2018
Rebecca Rice Flanagan/ 2019

The ACC membership is encouraged by the positive support and favorable response from the community regarding the programs that have been funded. As the ACC moves forward, the membership strives to bring artistic and varied educational cultural experiences to the local community.

Respectfully submitted,

Rebecca Rice Flanagan

Rebecca Rice Flanagan, Chairperson
ashburnhamculturalcouncil@gmail.com
February 28, 2019

TRUSTEES OF STEVENS MEMORIAL LIBRARY

Annual Report

“Bad libraries build collections, good libraries build services, great libraries build communities.” – R. David Lankes

For the past four years the primary focus of the Trustees has been on restoration of the Library’s infrastructure in areas or policy, procedures, services and plant & equipment.

Working with the Town’s Energy Committee, and with the help of almost \$250,000 in

State grants augmented with Town and Library funds, the Library’s ailing HVAC system will be replaced with a state-of-the-art air sourced heat pump. When this project is completed in April, the emphasis on restoration will end. Going forward, the Trustees will maintain an eye on infrastructure, but the focus will shift to the future.

Our vision is that the Stevens Memorial Library will be the “information gateway of our community for: reading and research; access to technology; and programs for all, to meet the 21st century needs of our town.” We are benchmarking our library’s performance against the best similarly sized libraries in the state to identify gaps in services and target areas for improvement. In addition, the utilization of the current library space will be examined with an eye to increase the function, flow and aesthetic appeal of the library.

As R. David Lankes suggests, we want to become a great library by building a sense of community in Ashburnham. Get on board the train to help us fulfil our vision. Your ticket is your library card. If you don’t have one, you can get it at the Circulation Desk at the Library, and guess what, it’s free!

Check us out at <http://www.ashburnhamlibrary.org>

Respectfully submitted:

*Jessica Caouette
Paula St. Laurent Kuehl
Anne Olivari
Christopher Rigby
Edward Vitone
Candace Wright*

LIBRARY DIRECTOR

Annual Report

Mission Statement: The Stevens Memorial Library supports its community through the provision of materials, programs, space, and technology to aid in the educational, cultural, and recreational development of its entire community. The library is committed to providing a welcoming space for Ashburnham citizens and residents of neighboring communities without regard to gender, race, age, religion, national origin, disability, or sexual orientation.

Facts at a Glance:

Visitors: 29,288
Collection Size: 25,722
Books: 19,523
Audio Books & Music: 889
DVDs & Blu-rays: 4,526
Museum Passes & Other Miscellanea: 784
Items Added This Year: 2,399

Residents with Library Cards: 2,528
Materials Borrowed from Other Libraries:
4,632
Materials Loaned to Other Libraries: 6,196
Computer Sessions: 1,873
Total Number of Staff: 6
Total Staff Hours per Week: 135
Hours Open per Week: 40

Library Staff

Emily Donnelly, Director
Claire Laprade, Youth Services Librarian
Angela Wrinkle, Administrative Manager
Keith Penniman, Sr. Library Assistant
Erin Testagrossa, Library Assistant
Steve Beaupre, Custodian

Library Trustees

Edward Vitone, Chair & Secretary
Christopher Rigby, Vice-Chair
Paula Kuehl, Treasurer
Anne Olivari
Katie Stevens
Molly Ruble

In 2018, the Stevens Memorial Library continued to pursue greater fulfillment of its mission to be a gathering place and resource for all. Users visited the library to access our wireless internet or to check out books and movies. 3,104 people attended entertaining and educational programming, and 422 people signed up for their very first Stevens Memorial Library card. We started new groups for all ages like Fun Club and Lego Club on alternating Tuesdays and Wednesdays (for elementary-aged kids

and younger), Crafterwork on the first Wednesday of each month (a crafting group for adults), and Teen Advisory Board (which meets regularly in the library at Oakmont). We continued popular programs from last year, too: Thursday preschool storytime, Open Mikes on the last Wednesday of the month, and (of course) our annual summer reading program launches the Monday after the end of school each year. We definitely stay busy around here!

We've been busy training and integrating new staff as well. While we were sad to say goodbye to Janet Peterson when she moved on to her well-deserved retirement in 2018, we were thrilled to bring new members on board. Erin Testagrossa started staffing the circulation desk in April, Claire Laprade was hired in July as our new Youth Services Librarian, and Angela Wrinkle began her position of Administrative Manager in August. Each of these new additions has brought energy, enthusiasm, and expertise to our team. If you haven't met them yet, please be sure to stop by and say hello.

These staffing reconfigurations happened while the library building was being reconfigured as well. The Trustee Board hired NADAAA, an award-winning architectural firm from Boston, to create a master plan that has already begun to guide the library's reorganization efforts and will continue to have major impact over the next several years. Thanks to the incredible grant-writing abilities of the Town's Green Energy Committee (as well as supplementary funds offered by the Town and the Library's Board

of Trustees), we have also had our entire heating and cooling system replaced. In the past two years, the library has gone from one of the town's greatest energy hogs to an incredibly responsible consumer. Our new heat pump system has played a major role in that – if you're curious about how it works, our director and the Green Energy committee members are always happy to give tours!

The Green Energy Committee is not the only outside group to provide incredible service to the library this year, however. We owe an incredible debt to our Friends of the Library, who underwrote both our new calendar software (www.ashburnhamlibrary.org/calendar), and our weekly newsletter of what books and movies have been added that week (www.wowbrary.org). We are also always grateful to the other departments here in town who support us in innumerable ways, the most high-profile of which being their attendance at our summer reading kick-off. Bringing equipment for the children to play on and explore is always a popular attraction!

The library's budget represents approximately 1.3% of the town's overall budget, and we treat every penny with which you have entrusted to us with great care. We work to provide quality training, classes, workshops, and collections, because that's what you deserve. We work to save money wherever possible, and to stretch our budget as far as it will go. We have invested in online classes, magazines, newspapers, and

books for you. We have worked to cultivate a balanced collection of which you can be proud, in print and online, and are grateful for ongoing feedback from our community as to where we excel and where we fall short. We appreciate the support of our volunteers, our Friends, our patrons, and our entire town. If there is anything we can do to improve how we serve you, please do not hesitate to ask.

Respectfully submitted,
*Emily Donnelly, Director, on behalf of the Library
Board of Trustees*

ECONOMIC DEVELOPMENT COMMISSION *Annual Report*

The Ashburnham Economic Development Commission (AEDC) is a ten-member commission appointed by the Board of Selectman. The commission started meeting in January of 2017 and is committed to improving the economic and social well-being of Ashburnham. Economic Development organizations like ours help cities and towns compete and sustain vibrant communities.

The AEDC is working on numerous foundational areas in our ongoing attempt to make Ashburnham a better place to live and work. Some of those areas are Zoning Changes, Parking, Traffic Flow, Sign By-Law, Master Plan Update, Complete Streets Program, Farmers Market, Commercial/Retail Business Expansion, Affordable Housing and the Marketing of Ashburnham as a Destination for Outdoor Recreation and Cultural events.

THE AEDC established the Downtown Banner Program, conducted several surveys looking for input from town residents. Additionally, the Ashburnham Rail Trail is a sub-committee which is working with the Commonwealth of Massachusetts and other local agencies to work on design elements of the trail as well as funding sources.

Economic development takes time. It's a lengthy process and it takes co-operation between many boards and commissions and a tremendous amount of time and effort by the commission members. I would like to take this opportunity to thank the commission members, other boards in town and the numerous residents who have participated in our surveys or attended an event we sponsored. We welcome your advice and direction and you're welcome at our meeting which are open, posted, public meetings.

Respectfully submitted,
*Bill Johnson, Chairman
Rosemarie Meissner, Vice Chairman
Jaclyn Wooding, Secretary
Chris McNabb*

*Ron Putnam
Christina Sargent
Richard Wright
Kirby Lecy
Paul Silva*

PARKS & RECREATION COMMITTEE *Annual Report*

To the Residents of Ashburnham and the Board of Selectmen:

The Ashburnham Parks and Recreation Committee mission statement is two-fold: (1) to create and manage recreational events and activities that bring the community together and (2) to maintain our parks and playgrounds in the best possible condition.

The Parks and Recreation Committee meets the 2nd and 4th Thursdays each month and are posted on the Town of Ashburnham's website www.ashburnham-ma.gov. We welcome any suggestions and would love to have more members of the community involved. In 2018, we welcomed our newest member, Hank Parkinson. His knowledge, ideas and commitment makes him a wonderful addition to our Committee. Welcome Hank!

We strive to enhance the quality of life for

residents, strengthen community image and community bonds while promoting health and wellness. The Parks and Recreation Committee members offer a variety of events for a wide range of residents. We are dedicated to continuing these activities and programs and are always seeking volunteers and new ideas.

We currently have two open voting positions. If you are interested in joining, please send a completed “Volunteer Application Form” to Mary at town hall. You can download the form by going to the home page of the town website and under “Easy Access” click “Forms and Applications”. The form is located in the “Home” section.

Without the many volunteers from Oakmont Regional and also from the community, these activities and programs would not be possible. We truly appreciate the support!!

Sweeney Memorial Playground

Sweeney Memorial Playground continues to be enjoyed by kids of all ages as well as adults. The walking path is used by many which is great to see! In June mulch was added to keep the ground cover safe in the event of falls. Local resident, Carol Blanchard, volunteered countless hours of her time cleaning up the park and removing all the bamboo that was growing out of control by one of the gate entrances.

Thank you very much Carol, your efforts have not gone unnoticed!

Dogs

The DPW installed a dog baggy station to help in cleaning up after visitor’s dogs. Friendly Reminder -> ALL dogs MUST be on a leash if you bring them to the parks. There is a leash law, please abide by it. Sweeney Memorial Playground continued

Going into FY20 we are aggressively looking into grants and fundraising to replace the playground structures and enhance the Park as a whole. The playground structures are well past their life span and need to be replaced. If you are interested in helping in this effort, please send an email to parksandrec@ashburnham-ma.gov

Interested in donating to the upgrade of Sweeney Memorial Playground? Donations can be made out to Ashburnham Parks and Recreation and mailed to 32 Main Street, Ashburnham.

Winchester Park

Winchester Park, also known by many as “The Pink Park” has a playground for children and families to enjoy. A slide broke last summer and will not be replaced, instead it will go through insurance and if reimbursed the money will be put towards new equipment. The reason for this? The playground structures are both very old and need to be replaced. Slides, even small ones cost a lot of money and it just doesn’t make sense to keep replacing them.

This year the park was used for the annual Summer Band Concerts, and as a stage for

events requiring a speaker or entertainer among many other events including; Movie Night, Yoga in the Park which was new to the community this year, the Annual Fall Scarecrow Invasion, and Ashburnham Lion’s Club held its Lions Community Day with music, crafts, food, raffles, bake sale and chicken BBQ, to just name a few. Sparkling led lights were added to the Gazebo this year to make it festive for the Holidays. Many people also walk their pets there, have picnics or to read and just relax.

Dogs

Please use the complimentary bags at the dog baggy station to clean up after your dog.

Friendly Reminder -> ALL dogs MUST be on a leash if you bring them to the parks. There is a leash law, please abide by it.

Going into FY20 we are aggressively looking into grants and fundraising to replace the playground structures. The structures are well past their life span and need to be replaced. If you are interested in helping in this effort, please send an email to parksandrec@ashburnham-ma.gov

Interested in donating to the upgrade of Winchester Playground?

Donations can be made out to Ashburnham Parks and Recreation and mailed to 32 Main Street, Ashburnham MA 01430.

6th Annual Easter Egg Hunt 2018

The Parks and Recreation Committee held the town's 6th annual Easter Egg Hunt at JR Briggs Elementary School this year. We had a great turnout and we believe this is due in part to it immediately following the Bunny Breakfast. We divided the large field and playground into separate areas for our four groups; Pre-K, Kindergarten – 1st grade, 2nd and 3rd, and 4th and 5th. Each group had a special egg with a gift certificate inside for an Easter basket enclosed. About 4,500 eggs were filled with candy and assorted toys. A big thank you to all of our volunteers involved this year, especially the Ashburnham Girl Scouts for helping fill all the eggs. Thank you to the Ashburnham Lion's Club for their continued support of Parks and Recreation. They gave us a generous donation which was used to purchase bicycles for a free raffle.



Movie Night

This year we hosted the animated feature, Hotel Transylvania on June 29th at Winchester Park. The weather was perfect and those in attendance seemed to enjoy themselves. Thank you to Gardner Cinemas for donating popcorn to enjoy during the movie!

Summer Concert Series 2018

Many came out each week to enjoy the bands for our 2018 Summer Concert Series. The hard core fans braved it through heat, cold and darkness! Jana from Ashburnham/Westminster Family Community and Partnership was there every week providing different activities for young children. All the bands were great! We had some new ones this year that we will certainly have back for our 2019 series!

Knock on Wood * Beatles for Sale * The Ashboys * Jumpin' Juba * New England Swing Orchestra * Clavis Brudon Band * Nashoba Valley Concert Band * Black Sheep Jazz Band

The Ashburnham Cultural Council provided grants for 2 bands that played in our series. Thank you to the Ashburnham Cultural Council for your continued support!



Yoga in the Park

We hosted a 6 week Kundalini Yoga series at Winchester Park taught by instructor Loui. The attendance the first day was incredible, unfortunately numbers slowly dropped. There were a few rained out or it was too hot so we held them inside town hall at the senior center.

Fall Scarecrow Invasion 2018

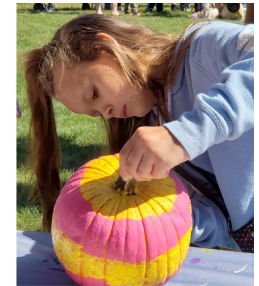
On September 29, 2018 the Parks and Recreation Committee hosted their first Fall Scarecrow Invasion. This was modeled after the Economic Development Committee's Scarecrow Invasion the previous fall. The weather was perfect and the event was well attended by the community's children and adults. Residents were given the opportunity to choose between different materials for their scarecrow's head and clothing for the body. Tractor Supply donated bales of straw that was used to stuff the clothing. Residents donated clothing and misc. accessories for the scarecrows. Once the scarecrows

were finished, community members and members of the Parks and Recreation Committee installed them in the center of town and outside businesses along Main Street.

BUSINESS GROUP

- #1 Brother's Pizza & Grill
- #2 Tavern on Central
- #3 Dimacle and Gracie Real Estate

During the event, children had the opportunity to select a free pumpkin from the Winchester Pumpkin Patch. They painted a face or whatever else they wanted and took their creation home with them. Children participated in a donut eating contest. Donuts were hung from above and youngsters competed against each other to see who could eat their donut the fastest without the use of their hands. The fastest child awarded a prize.



The finished scarecrows were divided into three categories and the best in each group was awarded a ribbon. Congratulations to all the winners!

CHILD GROUP

- #1 Elizabeth
- #2 Violet
- #3 Cheerleader

LOCAL NON-PROFIT GROUP

- #1 Girl Scouts-Daisy
- #2 Lions Club-IT
- #3 COA-Fishing with Grandpa



Throughout the day everyone enjoyed music from the band, Honky Tonk Hangover and food provided by the Bresnahan Center. The day was a fun time for everyone! The scarecrows were attached to stakes that were donated by Triumphant Play Systems and displayed along Main Street throughout the month of October. Thanks to our volunteers and everyone that donated to this event! If you have clothing, hats, shoes, belts, and any accessories that are stained, torn or not reusable, please consider donating them to the next Fall Scarecrow Invasion. We look forward to holding this event again in the Fall of 2019.

7th Annual Tree Lighting with Santa Parade 2018

In preparation for this year's annual Tree Lighting, the DPW had two electrical outlets installed on the front lawn of town hall. The outlets were added to avoid the holiday lights from going out like they did multiple times in 2017. Local business owner and town resident, Todd Allen from Allen Tree Service worked with the crew from Ashburnham Municipal Light Plant to take down defective lights and put up some new lights and the result was amazing! Some say they looked like jelly fish!! Thank you both very much for the time you committed to complete this challenging task!



The annual holiday celebration kickoff is by far our most widely attended event and this year proved no different. Hundreds of people came out to kick off the holiday season with us including our regular characters; Santa's Elves, Toy Soldiers, Frosty, and The Grinch. This year the chipmunks; Alvin, Simon and Theodore were able to be there and celebrate with everyone as well. While waiting for the Santa Parade, families listened to festive music, did outdoor crafts and enjoyed complimentary hot chocolate

and cookies donated by Cushing Academy and Price Chopper. The night starting with the Girl Scouts singing on the front stairs of town hall. Their hair was done up nicely to resemble the



Who's from Whoville courtesy of Liz Rollo of Loose Ends in downtown Ashburnham. The crowd lined the street while the Oakmont Marching Spartans lead the Santa parade that consisted of decorated cars, trucks and an ATV, from the AFD, APD, and the DPW. The Oakmont Marching Spartans once again, delivered an extraordinary performance!



After the lighting of the tree the Oakmont Choir performed, they were truly amazing! Once the town hall doors opened, families were able to enjoy different activities on each floor. The activities included, a "guess how many" game, make a card for our military, decorate a gingerbread man, dreidel making, snowman tea light ornament, reindeer food, letters to Santa, reindeer cocoa and pictures

with the different characters and of course Mr. and Mrs. Claus. On the top floor kids sat and listened to a story read by Elfie Claire from Steven's Memorial Library. It was a wonderful evening enjoyed by all! We could not have pulled this event off so smoothly without our awesome volunteers! Thank you Amy, Becky, Brenda, Greta, Jana, Kathy, Paula, and Mackenzie and friends! Thank you to Oakmont NHS and Oakmont Peer Leaders for volunteering your time to make this an amazing event for the families of Ashburnham!

Respectfully Submitted
Ashburnham Parks and Recreation
ParksandRec@Ashburnham-ma.gov



VOTER'S GUIDE

1. Excess and Deficiency (E&D) – Surplus Revenue – The amount by which the cash accounts receivable and other floating assets exceed liabilities and reserve funds.
2. Free Cash or Available Funds – Surplus revenue less outstanding taxes from prior years.
3. Overlay Fund – Amount raised by the Assessors by setting the tax rate, creating a fund to cover abatements granted.
4. Overlay Reserve or Surplus – Unused accumulated amount of the overlay for various years, which may be VOTED BY the Town for extraordinary or unforeseen purposes.
5. Reserve Fund – Amount transferred from overlay surplus or appropriated for unforeseen or emergency purposes. Controlled exclusively by the Advisory (Finance Committee) Board.
6. Available Funds – Free cash reserves and unexpected balances from other years available for appropriation. This affects the tax rate indirectly as any money spent other than that reimbursed by the County, State or Federal government must be raised by taxes and fees.
7. Estimated Receipts – Estimate of miscellaneous receipts based on previous years' receipts deducted by the Assessors from the gross amount to be raised by taxation.

8. Matching Funds – Amounts made available by special State and Federal acts to supplement appropriations for specific types of projects.

9. Cherry Sheet – Details of State and County charges and reimbursements used in determining the tax rate. Name comes from the color of paper used.

10. Override Vote – An override vote becomes a permanent increase in the levy limit (the amount the community can raise through the property tax). Override requests must be presented in dollar terms and specify the purpose. A majority vote of approval by the electorate is required.

11. Debt Exclusion and Capital Outlay Expenditures Exclusion A community can vote to assess taxes in excess of its levy limit or levy ceiling for the payment of certain capital projects, a capital outlay expenditure exclusion; or for the payment of specified debt service costs, a debt exclusion. The additional amount for the payment of the debt service or capital project cost is added to the levy limit for the life of the debt only. Unlike overrides, exclusions do not become part of the base upon which the levy limit is calculated for future years. A majority vote of approval by the electorate is required for both types of exclusions.

ASHBURNHAM TRANSFER STATION

Hours of operation – Saturday – 8:00
a.m. to 1:30 p.m.

To use the Ashburnham Transfer Station you must be a resident and have a Town purchased sticker placed on the trash bags, normal size of 32-35 gallons. For bulky items such as tires, appliances, etc., a large sticker will be required. Please see the following list for fees for any bulky items. Bulky item stickers must be purchased at Town Hall. Yard waste can be dropped off for free. The yard waste must be yard waste and only yard waste. No construction debris is allowed. Recycling can still be dropped off at the Transfer Station and also requires a sticker.

Stickers for trash bags and recycling are available at the Town Hall, Ashburnham Marketplace and Tweedo's Variety Store.

Fee schedule

Any questions – please contact the DPW
Office at 978-827-4120.

Recycling Information

Household solid waste (trash)	\$5.00per 32-35gal.bag
Resident recycling	\$5.00 per trip
Car tires no rim	\$5.00 per tire
Truck tires no rim	\$10.00 per tire
CRT, TV's, computer screens, microwaves	\$50.00
Propane tank (empty)	\$15.00
Sofa, love seat	\$30.00
Upholstered chairs	\$20.00
Sleeper sofa	\$45.00
Chairs to desk or table	\$5.00
AC units, refrigerator, any unit containing CFC	\$65.00
Grills	\$20.00
White goods/metal (no CFC's)	\$20.00
Dishwasher	\$25.00
Toilet or sink	\$25.00
Mattress	\$35.00
Box spring	\$35.00
Carpet	\$20.00 per roll
Floor lamps	\$5.00
Car batteries	\$25.00

WHAT TO RECYCLE		DO NOT INCLUDE Any items contaminated by food are not acceptable for recycling.
Mixed Paper	Examples include: <ul style="list-style-type: none"> • Mail and envelopes (windows are OK) • Magazines and catalogs • Writing or ledger paper • Paperback books • Paper bags • Greeting cards • Wrapping paper • Shredded paper (place in paper bag) • Fax paper • Computer paper 	Mixed items not acceptable include: <ul style="list-style-type: none"> • Paper towels, facial tissues, napkins • Cigarette packs • Candy wrappers • Waxed or plastic-coated paper • Wrapping tissue paper • Foil wrapping paper
Thin Cardboard Newspapers (including all ads and inserts)	Examples include: <ul style="list-style-type: none"> • Shoe boxes • Cereal boxes • Pasta boxes • Toilet paper rolls • Frozen food boxes • Gift boxes • Cake mix boxes • Toothpaste boxes • Tissue boxes • Paper egg cartons • Soda or beer packaging • Soap or laundry detergent boxes 	Thin cardboard items not acceptable include: <ul style="list-style-type: none"> • Boxes with silver or foil coatings • Anything dirty, greasy or plastic-coated
Corrugated Cardboard	Examples include: <ul style="list-style-type: none"> • Boxes and other corrugated cardboard should be flattened and folded so they fit in the cart. • Pizza boxes (with greasy liner removed) 	Corrugated cardboard items not acceptable include: <ul style="list-style-type: none"> • Dirty or greasy cardboard

Tin/Aluminum, Scrap Metal	<p>Examples include</p> <ul style="list-style-type: none"> Aluminum and tin cans Foil and pie plates Wire clothes hangers Empty steel aerosol cans: 	<p>Tin/aluminum, scrap metal items not acceptable include:</p> <ul style="list-style-type: none"> Scrap metal Paint cans Hypodermic needles (Please contact the Health Department for proper disposal information.)
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Glass Bottles and Jars	<p>Examples include:</p> <ul style="list-style-type: none"> Mayonnaise jars Wine bottles Beer bottles Applesauce jars Spaghetti sauce jars Salsa jars Vinegar bottles Baby food jars 	<p>Glass bottles and jars not acceptable include:</p> <ul style="list-style-type: none"> Broken glass Cups, dishes, glass windows, plates, Pyrex, ceramics, mirrors, light bulbs, crystal
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Plastic Bottles, Jars and Containers	<p>This includes all rigid plastic containers with symbols Δ with numbers 1 through 7 in the symbol on the bottom; examples include:</p> <ul style="list-style-type: none"> Soda and juice bottles Salad dressing bottles Milk jugs Detergent bottles Shampoo bottles Window cleaner Saline solution bottles Fabric softener or bleach bottles 	<p>Plastic bottles, jugs not acceptable include:</p> <ul style="list-style-type: none"> Plastic shopping bags Plastic food wrap, potato chip and sandwich bags Styrofoam Automotive fluid bottles (oil, antifreeze, brake fluid)
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Milk Cartons, Drink Boxes	<p>Examples include:</p> <ul style="list-style-type: none"> Milk and juice cartons Juice boxes Flavored milk boxes Cream and creamer containers 	<p>Milk cartons, drink boxes items not acceptable include:</p> <ul style="list-style-type: none"> Ice cream boxes TV dinner containers Margarine boxes Cream cheese boxes

Container Preparation

<ul style="list-style-type: none"> Remove all plastic bags. Remove any non-acceptable items. Corrugated cardboard should be broken down so it fits inside the container without jamming, so the cart will empty completely. 	<ul style="list-style-type: none"> All containers (jars, bottles, cartons, etc.) must be rinsed and free of all contaminants. Remove and discard all corks, tops, rings, metal bottleneck wraps, and unacceptable items. Flatten containers whenever possible.
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ASHBURNHAM & LOCAL SPORTS WEBSITES

Registration info for all the sports below can be found on FB; Ashburnham Youth Sports

SPORT	REGISTRATION STARTS....	WEBSITE
Basketball – Winter Oakmont Youth Basketball	September – November 1 st Deadline	http://www.sportsmanager.us/oybl
Baseball – Softball – Rookie – T-Ball Babe Ruth/Cal Ripken Spring/Summer	February 1 – March 15 th	https://www.ashburnhambaseballandsoftball.org/
Cheering - Fall Oakmont Youth Football and Cheer	January	www.oakmontchargers.com
Dek Hockey – Spring & Fall Fitchburg Street Hockey	February	http://www.fitchburgstreethockey.com
Dek Hockey - Spring Greater Gardner Dek Hockey Assoc.	February	http://ggsha.org/
Dek Hockey - Spring & Fall Leominster Dek Hockey Center	February	http://www.idtadekhockey.com
Dek Hockey – Spring, Summer, Fall National Dek Hockey Center (Winchendon)	February	http://dekhockey.com/
Hockey & Learn to Skate – Winter NCMYH	February/Hockey Sept/Learn to Skate	http://www.ncmyh.org
Football – Flag Central MA Flag – Gardner Spring/Summer	February	http://www.centralmassflag.com
Football – Fall Oakmont Youth Football and Cheer	January	www.oakmontchargers.com
Soccer - Fall Oakmont Youth Soccer	June	http://oakmontyouthsoccer.com
Lacrosse Youth – Spring NCM Youth Lacrosse	October	http://www.ncmlax.net
Soccer Travel – Spring & Fall Oakmont Outlaws	November & June	http://oakmontoutlaws.org

Respectfully Submitted

Ashburnham Parks and Recreation
ParksandRec@Ashburnham-ma.gov

Meeting Schedule

Board/Committee	When	Time	Location
A-W Regional School Committee	2 nd & 4 th Tuesday	7:00 p.m.	Team Room, Overlook Middle School
Advisory Board	Dates to be determined		
Board of Assessors	2 nd Tuesday	5:00 p.m.	Assessors Office, Town Hall
Board of Health (by appointment)	1 st Monday	6:30 p.m.	Lower Level Room, Town Hall
Board of Selectmen	1 st Monday	6:30 p.m.	Training Rm., Public Safety Bldg.
Building Inspector (by appointment)	Monday	5:00 p.m.	Land Use Office, Town Hall
Conservation Commission (by appointment)	2 nd & 4 th Monday	6:30 p.m.	Lower Level Room, Town Hall
Council on Aging Board	2 nd Monday	10:00 a.m.	Lower Level Room, Town Hall
Historical Commission	4 th Monday	7:00 p.m.	Community Room, Stevens Library
Library Trustees	3 rd Tuesday	4:00 p.m.	Stevens Memorial Library
Municipal Light Board	3 rd Wednesday	7:00 p.m.	Light Dept., Williams Road
Parks & Recreation Committee	2 nd Thursday	7:00 p.m.	Fire Conf. Rm., Public Safety Bldg.
Planning Board (by appointment)	2 nd & 4 th Thursday	6:30 p.m.	Lower Level Room, Town Hall
Water/Sewer Commissioners	2 nd Tuesday	6:00 p.m.	Lower Level Room, Town Hall
Zoning Board of Appeals	By appointment only		Lower Level Room, Town Hall

2018 Annual Town Report - Word Search

S C H T A P L P F K C Q A C S
 P F R X N L A I I O P D I O N
 O L D O A E P V M C M N N L C
 S I S B S E M M E I K O S L I
 S C T A A S I E N M I L P E S
 E E I R F T W I R T E P E C S
 S N M I T E S A C U O N C T I
 S S R E C T T E L M C H T I E
 A E E I P M L Y J K R O O G N
 M S P A I E R G N E S O R N O
 S E T A C I F I T R E C T P C
 H O A M B U L A N C E Z O S X
 R E D D A L H C T A P S I D Y
 J U V E N I L E M U L H A L L
 R E G U L A T I O N S E L I F

ADMINISTRATOR
 BALL
 COLLECTION
 CROSSWALKS
 FILES
 HOT
 JUVENILE
 MULHALL
 PICKLE
 ROSENGREN

AMBULANCE
 BOX
 COMMISSIONS
 DISPATCH
 FIRE
 ICE
 LADDER
 PAVEMENT
 PROCUREMENT
 SAFETY

ASSESSORS
 CERTIFICATES
 COMMITTEES
 ELECTION
 FIREARMS
 INSPECTOR
 LICENSES
 PERMITS
 REGULATIONS
 STORM

PHOTO CONTEST ENTRIES GRADE 2

